

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Additional Estimates 2015 - 2016

Agency - Safe Work Australia

Department of Employment Question No. EMSQ16-000611

Senator Ludwig provided in writing.

Question

SWA - Executive coaching and leadership training

Since the change of Prime Minister on 14 September, 2015:

Please provide the following information in relation to executive coaching and/or other leadership training services purchased by each department/agency:

1. Total spending on these services
2. The number of employees offered these services and their employment classification
3. The number of employees who have utilised these services, their employment classification and how much study leave each employee was granted (provide a breakdown for each employment classification)
4. The names of all service providers engaged For each service purchased form a provider listed under (4), please provide:
 - (1) The name and nature of the service purchased
 - (2) Whether the service is one-on-one or group based
 - (3) The number of employees who received the service and their employment classification
 - (4) The total number of hours involved for all employees (provide a breakdown for each employment classification)
 - (5) The total amount spent on the service
 - (6) A description of the fees charged (i.e. per hour, complete package)
5. Where a service was provided at any location other than the department or agency's own premises, please provide:
 - (1) The location used
 - (2) The number of employees who took part on each occasion (provide a breakdown for each employment classification)
 - (3) The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 - (4) Any costs the department or agency's incurred to use the location
6. In relation to education/executive coaching and/or other leadership training services paid for by the department what agreements are made with employees in regards to continuing employment after training has been completed?
7. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answer

1. From 14 September 2015 to 31 January 2016, total spending on executive coaching and leadership training was \$11 692.
2. Three SES Band 1 staff were offered training and coaching.
3. Three SES Band 1 staff participated in training and coaching sessions. Study leave was not accessed for this training.

4.
 - (1) The Australian Institute of Management (AIM) was engaged to provide Executive Coaching and Australian Public Service Commission (APSC) provided the SES Band 1 Orientation.
 - (2) Training was group-based. Executive coaching was both group-based and one-on-one.
 - (3) Three SES Band 1 staff received coaching from AIM and one SES Band 1 staff member attended the APSC SES Orientation training.
 - (4) SES Orientation totaled 3.5 days. Coaching totaled two hours per staff member.
 - (5) The total amount spent on the service was \$11 692.
 - (6) Fees were charged as a complete package.
5.
 - (1) Three SES Band 1 staff attended coaching sessions training at the AIM's offices in Canberra.
 - (2) One SES Band 1 staff member attended training at the APSC's training offices in Canberra.
 - (3) Three SES Band 1 staff attended the AIM coaching. One SES Band 1 staff member attended the APSC SES Orientation
 - (4) The total number of hours for the SES Band 1 staff was 31.5 hours.
 - (5) Not applicable.
6. Each SES officer has a performance agreement. Learning needs are discussed with each SES at the beginning of the performance cycle. Continuing employment is part of this discussion but there are no specific agreements made with regards to this.
7. Breakdown of study leave over this period is as follows:

Level	Degree/ Program Title
EL1	Master of Information Studies
EL1	Bachelor of Arts – Internet Communication
APS6	Bachelor of Information Studies
APS6	Master of Public Administration
APS6	Graduate Diploma of Legal Practice
APS5	Master of Laws
APS5	Bachelor of Behavioural Studies