

Senate Standing Committee on Education and Employment

**QUESTIONS ON NOTICE
Supplementary Budget Estimates 2014-2015**

Cross Portfolio

Department of Employment Question No. EM1432_15

Senator Ludwig provided in writing.

Question

Executive coaching and leadership training

Since Budget Estimates in June, 2014: 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 from a provider listed under (4), please provide:
 - a. The name and nature of the service purchased
 - b. Whether the service is one-on-one or group based
 - c. The number of employees who received the service and their employment classification
 - d. The total number of hours involved for all employees (provide a breakdown for each employment classification)
 - e. The total amount spent on the service
 - f. 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:
 - a. The location used
 - b. The number of employees who took part on each occasion (provide a breakdown for each employment classification)
 - c. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 - d. 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

Decisions and budgets for executive coaching, leadership training and study leave are largely devolved to line areas in the department and manually collating agency expenditure on these items would involve an unreasonable diversion of departmental resources.

The exceptions to this are a small number of corporate leadership programs where attendees are selected from across the department and funded corporately. Details of expenditure on these programs between 1 June 2014 and 31 October 2014 are set out in the table below.

Program	Provider	Location/ duration	Number of participants	Classification of participants	Total cost
Global Leadership Practices Program - China	Yellow Edge Pty Ltd	Canberra 2 days China 4 days	2	SES	\$29,700
SES Band 1 Talent Development Program	Australian Public Service Commission	Canberra / 15 days over 6-8 months	1	SES	\$13,000