

**Senate Finance and Public Administration Legislation Committee
—Supplementary Budget Estimates Hearing—October 2014**

Answers to Questions on Notice

Parliamentary departments, Department of Parliamentary Services

Topic: **Executive coaching and leadership training**

Question: **276**

Written: **Senator Ludwig**

Date set by the committee for the return of answer: 31 December 2014

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 form 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

1. For the period 1 July - 30 September 2014, the total spending was \$3,200 (ex GST).
2. A total of 189 staff in management and leadership roles (Parliamentary Executive Level 1 (PEL1) and above) are eligible for leadership skills development.
3. 1 employee at the SES Band 1 classification level for a total of 22.5 hours. These are normal courses and no study leave applies.
- 4.

Service	Provider	Nature	1-on-1 or Group	No. of employees	Level	Total Hours	Total Cost \$ (ex-GST)	\$/hr or package
SES Orientation and Leadership	APSC	Leadership	Group	1	SES Band 1	22.5	3,200	package
TOTAL				1		22.5	3,200	

5.

Service	Location	No. of employees	Level	Total Hours	Cost incurred to use location \$
SES Orientation and Leadership	Woden, ACT	1	SES Band 1	22.5	Nil
TOTAL		1		22.5	

6. DPS aims to maintain a culture of high performance by identifying and recognising the unique and professional obligations and responsibilities of its employees, identifying and recognising other skills and competencies, and providing appropriate training and development opportunities as considered within the Studies Assistance Program and Individual Development Plans as part of the Performance Management Scheme. The Department does not make any formal agreement with the employee about continuing employment once training is completed.

7.

Classification	Field of Study
PEL2	Postgraduate Certificate of Editing and Electronic Publishing
PEL1	Bachelor of Politics and International Relations
PEL1	Master of Arts (Public Sector Leadership)
PEL1	Master of Studies
PSL6	Master of Law (International Law)
PSL6	Master of Public Policy (Economic Policy)
PSL6	Masters Networking and System Administration (Microsoft Networking Stream)
PSL5	Bachelor of Software Engineering
PSL5	Master of Library and Information Management
PSL3	Bachelor of Arts (Security, Terrorism and Counterterrorism)
PSL3	Bachelor of Arts, Political Science and Philosophy
PSL2	Bachelor of Accounting
PSL12	Bachelor of Arts, Security, Terrorism and Counter Terrorism