

QUESTION TAKEN ON NOTICE

SUPPLEMENTARY BUDGET ESTIMATES – 20 OCTOBER 2014

IMMIGRATION AND BORDER PROTECTION PORTFOLIO

(SE14/303) PROGRAMME – Internal Product

Senator Ludwig (Written) asked:

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:

- a. Total spending on these services
- b. The number of employees offered these services and their employment classification
- c. 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)
- d. The names of all service providers engaged For each service purchased form a provider listed under (4), please provide:
 - i. The name and nature of the service purchased
 - ii. Whether the service is one-on-one or group based
 - iii. The number of employees who received the service and their employment classification
 - iv. The total number of hours involved for all employees (provide a breakdown for each employment classification)
 - v. The total amount spent on the service
 - vi. A description of the fees charged (i.e. per hour, complete package)
- e. Where a service was provided at any location other than the department or agency's own premises, please provide:
 - i. The location used
 - ii. The number of employees who took part on each occasion (provide a breakdown for each employment classification)
 - iii. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 - iv. Any costs the department or agency's incurred to use the location
- f. 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?
- g. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title

Answer:

- a) From 1 June to 31 October 2014 the portfolio spent \$175,362.00 on executive coaching and leadership training.

b – e										
Service provider	Name and nature of service	One-on-one / Group based?	The number of employees and classification	Total hours	Total amount spent	Description of fees	Location used	Number of employees on each occasion	Number of hours	Location costs
Australian Public Service Commission	Career Development Assessment Program: Corporate Leadership and Management Program	Group	EL2/CL5 = 1	CL5= 40 hrs Total = 40 hrs	\$11,750	Delivery of complete package	Tuggeranong Homestead, Canberra	1	CL5 = 40 hrs	Costs built into program
Australian Public Service Commission	Band 1 SES High Potential Program Corporate Leadership and Management Program	Group	SES B1 = 2	SES B1= 192 hrs Total = 192 hrs	\$26,000	Delivery of complete package	APSC Training Facility, Canberra	2	SES B1 = 192 hrs	Nil
Australian Public Service Commission	Band 1 Leadership Program Corporate Leadership and Management Program	Group based and one-on-one	SES B1 = 4	SES B1 = 242 hrs Total = 242 hrs	\$40,000	Delivery of complete package	APSC Training Facility, Canberra	4	SES B1 = 242 hrs	Nil

b – e										
Service provider	Name and nature of service	One-on-one / Group based?	The number of employees and classification	Total hours	Total amount spent	Description of fees	Location used	Number of employees on each occasion	Number of hours	Location costs
Australian Institute of Police Management	Strategic Command Program Corporate Leadership and Management Program	Group based	SES B1 = 1	SES B1 = 48hrs	\$6,900	Delivery of complete package	Australian Institute of Police Management Manly, NSW	1	SES B1 = 48hrs	Included in cost of program
Australian Institute of Police Management	Australia and New Zealand Police Leadership Strategy Program Corporate Leadership and Management Program	Group based	SES B1 = 1 CL5 = 1	SES B1 = 272hrs	\$34,512	Delivery of complete package	Australian Institute of Police Management Manly, NSW	2	SES B1 = 272hrs	Included in cost of program
Australia and New Zealand School of Government	ANZOG Annual Leadership Conference Corporate Leadership and Management Program	Group based	CL4 = 3 CL5 = 4	CL4 = 72 CL5 = 96	\$10,200	Delivery of complete package	Hyatt Hotel Canberra, ACT	7	CL4 = 72 CL5 = 96	Included in cost of program

b – e										
Service provider	Name and nature of service	One-on-one / Group based?	The number of employees and classification	Total hours	Total amount spent	Description of fees	Location used	Number of employees on each occasion	Number of hours	Location costs
Australia and New Zealand School of Government	Executive Fellows Program Corporate Leadership and Management Program	One-on-one and group based	SES B2 = 1	SES B2 = 120 hrs	\$30,000	Group workshops and individual assessments	Melbourne Business School, Carlton, Victoria	1	SES B2 = 120 hrs	Included in cost of program
Corporate Executive Board (CEB)	HR Leadership Academy Corporate Leadership and Management Program	Group based	CL4 = 2	CL4 = 32 hrs (note: an additional 64 hours of learning delivery for this specific program will occur in 2015)	\$16,000	Group workshops and individual assessments	WA Royal Automobile Club, Perth WA	2	CL4 = 32 hrs	Included in cost of program

f) Nil

g) The breakdown by degree or programme title is not recorded in the portfolio's systems and to provide this level of detail would be an unreasonable diversion of resources.