

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Supplementary Budget Estimates Hearings November 2013

Communications Portfolio

Department of Communications

Question No: 28

Program No. Corporate & Business

Hansard Ref: In Writing

Topic: 28 Executive Coaching and Leadership Training

Senator Ludwig asked:

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information from 7 September 2013 to date:

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

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Answer:

The Department's financial expenses are recorded on accrual accounting basis, with these items reconciled at the end of every month. To provide expense data at any date other than month-end would risk misstatement of the Department's position and require an unreasonable diversion of Departmental resources to rectify.

The Department does not disaggregate between educational expenses, study leave, coaching services or training and, therefore, the costs cannot be readily split. The total training and education expenses for the period 1 September 2013 - 31 October 2013 relating to staff training (both internal and external) and associated costs, seminars, conferences, coaching, but excluding study assistance was \$127,239.83(GST excl).

The Department conducted a range of in-house training programs over the period 7 September 2013 - 31 October 2013 covering: leadership, management, coaching development. A total of 40 staff attended these internal programs. Staff also attended conferences, seminars leadership programs and professional skills training provided by external organisations.

The Department's guidelines on study leave have not changed since the Budget Estimates Hearings May 2013.