EDUCATION, SCIENCE AND TRAINING

SENATE LEGISLATION COMMITTEE - QUESTIONS ON NOTICE
2006-2007 BUDGET ESTIMATES HEARING

Outcome: All
Output Group: All

DEST Question No. E425_07

Senator Ludwig provided in writing.

Question:

The following questions relate to the purchase of executive coaching and/or other leadership training services by the department/agency, broken down for each of the last four financial years.

Where available, please provide:
1. Total spending on these services.
2. The number of employees offered these services and their salary level.
3. The number of employees who have utilised these services and their salary level.
4. The names of all service providers engaged.
5. For each service purchased from a provider listed in the answer to the previous question, 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.
   d. The total number of hours involved for all employees.
   e. The total amount spent on the service.
   f. A description of the fees charged (e.g. per hour, complete package).
   g. 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
      iii. The total number of hours involved for all employees who took part.

Answer:

Purchase of executive coaching and/or other leadership training services

The Department of Education, Science and Training's (DEST) excellent leadership and people management was acknowledged recently when it won the Australian Human Resources Institute's (AHRI) prestigious national award for Excellence in People Management. Executive coaching and other leadership training activities are an integral part of DEST's successful practices.

1. The information provided is limited to the centrally managed services. DEST has devolved much of the development and training service management to line areas, along with the associated expenditure. The corporate area retains management of a few services and programs and these are reflected below.

Year	2002/03	2003/04	2004/05	2005/06
LIFT+	$179,419	$88,694	$185,200	$75,534
Executive Coaching		$103,355*	$125,810	$117,769**

+ LIFT - Leadership Imperative for Tomorrow
* Amount indicated also covers 2002/03 financial year
** Figure as at 23/06/2006

2. Total DEST staff by classification/financial year who were offered the services to date.

Year	2002/03	2003/04	2004/05	2005/06
LIFT	411	480	565	673
Executive Coaching	EL2 – nil	EL2 – nil	EL2 – 253	EL2 - 285
	SES – 43	SES – 58	SES – 68	SES - 79

The LIFT program was advertised as an invitation for expressions of interest from all Executive Level 1 employees in DEST. Up to 20 places are made available each year.

All SES and EL2's are offered Executive Coaching but the take-up is an individual choice.

3. Total DEST staff by classification/financial year who have used the services to date.

Year	2002/03	2003/04	2004/05	2005/06
LIFT*	EL1 - 18	EL1 - 17	EL1 - 12	-
Executive Coaching	EL2 – nil	EL2 – nil	EL2 – 29	EL2 - 36
	SES – 43	SES – 43	SES – 31	SES - 30

* LIFT is a one year programme – staff numbers are reported in the financial year that the programme commenced.

4. The successful service providers have been gazetted and appear in the AusTender system.

5. (a)   The executive coaches provided coaching services. The provider of the LIFT services provided leadership training.

   (b)   The executive coaching is one-on-one delivery. The LIFT services are both one-on-one and group based delivery.

   (c) to (g) Due to the devolved nature of the service delivery, this information is not held centrally and is not able to be readily extracted.