

Senate Standing Committee on Education Employment and Workplace Relations

QUESTIONS ON NOTICE Supplementary Budget Estimates 2012-2013

Cross Portfolio

DEEWR Question No. EW0488_13

Senator Back provided in writing.

Question

Executive Coaching and Leadership Training - financial year to date

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information for this financial year 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 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 5. The total number of hours involved for all employees (provide a breakdown for each employment classification) iv. The total amount spent on the service v. A description of the fees charged (i.e. per hour, complete package) Where a service was provided at any location other than the department or agency's own premises, please provide: i. The location used 6. The number of employees who took part on each occasion (provide a breakdown for each employment classification) 7. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification) ii. Any costs the department or agency's incurred to use the location

Answer

As at 30 September 2012, DEEWR had spent **\$1,935.79** on executive coaching and **\$73,189.32** on other leadership training services in the 2012-13 financial year.

Details of the amount of study leave granted for each employee is provided in DEEWR's response to Question on Notice EW0483_13, Education Expenses.

Table 1 provides details of the staffing levels to whom executive coaching and leadership training services are offered to within DEEWR and Education, Employment and Workplace Relations (EEWR) portfolio agencies.

Table 2 provides a summary of expenditure for DEEWR and EEWR portfolio agencies, noting the figures are GST inclusive.

Tables 3 and 4 provides an outline of executive coaching and other leadership training services that were conducted in the 2012-13 financial year (as at 30 September 2012) by provider and classification. The tables also outline whether the services provided were at a location other than the department or portfolio agency and any costs incurred to use the location.

Table 1 Employees offered executive coaching and/or other leadership training services

Department / portfolio agency	Offered to
Department of Education, Employment and Workplace Relations (DEEWR)	Senior Executive Service (SES) officers.
Australian Curriculum, Assessment and Reporting Authority (ACARA)	EL and SES officers.
Australian Institute for Teaching and School Leadership (AITSL)	APS6, EL1, EL2 and SES officers.
Comcare	EL and SES officers.
Fair Work Australia (FWA)	APS6, EL and SES officers.
Fair Work Building and Construction (FWBC)	APS6 and EL officers.
Fair Work Ombudsman (FWO)	EL and SES officers.
Safe Work Australia (SWA)	Executive coaching and leadership training services are not generally promoted within SWA and are instead offered on an identified need basis.

Table 2 Summary of expenditure for 2012-13 financial year to date (as at 30 September 2012)

Department / portfolio agency	Executive coaching	Leadership training	Total
DEEWR	\$1,935.79	\$73,189.32	\$75,125.11
ACARA	\$0.00	\$36,355.00	\$36,355.00
AITSL	\$0.00	\$30,679.00	\$30,679.00
Comcare	\$14,130.08	\$41,889.84	\$56,019.92
FWA	\$577.50	\$10,850.50	\$11,428.00
FWBC	\$0.00	145,267.50	\$145,267.50
FWO	\$27,000.00	\$45,556.00	\$72,556.00
SWA	\$0.00	\$0.00	\$0.00
Department and portfolio agencies' totals	\$43,643.37	\$383,787.16	\$427,430.53

Table 3 Executive coaching expenditure for DEEWR and EEWR portfolio agencies, 2012-13 financial year (as at 30 September 2012)

Executive coaching								
Department /portfolio agency	Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
DEEWR	Geoff Garrett and Associates Pty Ltd Executive Coaching and Shadowing (remaining costs)	1:1	Canberra	2	SES	n/a	\$1,935.79	Package
DEEWR Totals				2			\$1,935.79	
Comcare	VT Coach Pty Ltd	1:1	Canberra	1	SES	1	\$680.00	Participant
Comcare	Forrester Taylor & Associates	1:1	Canberra	1	SES	2.5	\$962.50	Participant
Comcare	Global Leadership Foundation	Group	Canberra	8	EL	22.5	\$9,687.58	Package
Comcare	Bull & Bear Special Assignments Pty Ltd	1:1	Canberra	3	EL	8	\$2,800.00	Participant
Comcare Totals				13		34	\$14,130.08	

Executive coaching								
Department /portfolio agency	Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
FWA	Eyres and Associates	1:1	Melbourne	1	EL	1.5	\$577.50	Participant
FWA Totals				1		1.5	\$577.50	
FWO	Harvard Kennedy School	Group	USA	1	Public Office Holder	180	\$27,000.00	Package
FWO Totals				1		180	\$27,000.00	

Table 4 Leadership training expenditure for DEEWR and EEWR portfolio agencies, 2012-13 financial year (as at 30 September 2012)

Leadership Training								
Department /portfolio agency	Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
DEEWR	Full Circle Feedback Pty Ltd 360 Degree Feedback Program	1:1	Canberra	85	SES	130.5	\$63,151.31	Package

Leadership Training								
Department /portfolio agency	Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
DEEWR	Australian Public Service Commission Leading Australia's Future in Asia Pacific (remaining costs)	Group	Singapore, China and Mongolia	1	SES	n/a	\$10,038.01	Package
DEEWR Totals				86		130.5	\$73,189.32	
ACARA	Nous Group	Group	Sydney	19	M1 and M2	304	\$36,355.00	Package
ACARA Totals				19		304	\$36,355.00	
AITSL	GerrardBown Tailored six month Leadership Development Program	Group	Melbourne	11	EL	132	\$30,679.00	Package
AITSL Totals				11		132	\$30,679.00	
Comcare	APSC	1:1	Canberra	1	EL	22.5	\$4,290.00	Participant

Leadership Training								
Department /portfolio agency	Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
Comcare	Triple Connect Pty Ltd	Group	Canberra	66	EL	90	\$36,609.84	Package
Comcare	Team Leaders Ptd Ltd	1:1	Melbourne	1	EL	7.5	\$990.00	Participant
Comcare Totals				68		120	\$41,889.84	
FWA	CMA Learning	1:1	Sydney	1	APS 6	16	\$1,974.50	Package
FWA	AIM	1:1	Melbourne	1	APS 6	24	\$1,760.00	Package
FWA	AIM	1:1	Brisbane	2	APS 5	8	\$1,106.00	Package
FWA	APSC	1:1	Melbourne	2	APS 5, EL 1	16	\$2,600.00	Package
FWA	IPAA VIC	1:1	Melbourne	1	EL 1	4	\$0.00	Participant
FWA	Resolutions RTK	Group	Melbourne	13	APS 6, EL 1, EL2	8	\$3,410.00	Package
FWA Totals				20		76	\$10,850.50	
FWBC	Agility Consulting Group	Group	Melbourne	10	EL	50	\$68,267.50	Package

Leadership Training								
Department /portfolio agency	Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
FWBC	Agility Consulting Group	Group	Melbourne	35	APS, EL	122.5	\$77,000.00	Package
FWBC Totals				45		1567	\$145,267.50	
FWO	SHL Dispute Resolution and Compliance Director Development Program	Group	Adelaide and via video conference	8	EL and SES	32	\$45,556.00	Package
FWO Totals				8		32	\$45,556.00	