

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates 11-14 February 2013

Prime Minister and Cabinet Portfolio

Department/Agency: Department of the Prime Minister and Cabinet

Outcome/Program: 1.1.3 Support Services for Government Operations

Topic: Executive Coaching and Leadership Training

Senator: Senator Ryan

Question reference number: 72

Type of Question: Written

Date set by the committee for the return of answer: 2 April 2013

Number of pages: 3

Question:

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 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
5. The total number of hours involved for all employees (provide a breakdown for each employment classification)
- d) The total amount spent on the service
- e) 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)

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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:

1. The Department's spending on executive coaching and leadership training services totalled \$141,169 for the financial year to date.
2. All employees (765) across all levels.
3. A total of two employees accessed leadership training services at the SESB1 level. The classifications of staff accessing other executive coaching and leadership training services range from APS3 – SESB3.
4. The answers to question 4 a) and 5 d) are detailed in Table 1. The Department does not record leadership training and executive coaching data in a way that would readily allow answers to be provided to questions 4 b) and c), 5 e), 6 and 7, and sub part questions. To attempt to provide this level of detail would be an unreasonable diversion of departmental resources.

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Table 1. Executive Coaching and Leadership Training

<i>Service Provider</i>	<i>Title/Nature of Service</i>	<i>Classification</i>	<i>Cost (Exc. GST)</i>
Australian Public Service Commission (APSC)	Leading Australia's Future in the Asia-Pacific	SESB1	\$ 23,409
Yellow Edge Pty Ltd	Global Leadership Practice (GLP) to China	SESB1	\$ 15,000
Adept Career Moves Pty Ltd	Career Coaching	APS3 - SESB3	\$ 59,160
Deborah May Pty Ltd			
Effective People Pty Ltd			
Resumes for Results Pty Ltd			
Interaction Consulting Group Pty Ltd			
Yellow Edge Pty Ltd			
Whon Pty Ltd	Learning Groups for APS Leadership	APS3 - SESB3	\$ 17,800
ANZSOG	Executive Fellowship Program		\$25,800
			\$141,169.00