

Senate Finance and Public Administration Legislation Committee

ANSWER TO QUESTION ON NOTICE

Finance and Administration Portfolio

Budget Estimates Hearing – May 2006

Question: F57-63

Outcome, Output: All

Topic: Leadership Training/Executive Coaching

Written Question on Notice

Senator Ludwig asked:

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:

Department of Finance and Administration (Finance)

The following information concerning leadership training relates to training that is centrally coordinated. Information on training that is organised directly by individuals is not readily available. Information concerning executive coaching relates to the financial year 2005-06 only as information relating to the financial years 2002-03 to 2004-05 is not readily available. All amounts shown are GST inclusive.

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1. 2002-03 \$Nil.
2003-04 \$139,050.
2004-05 \$237,795.
2005-06 \$669,758.
2. These services are offered to all staff at Australian Public Service (APS) 6, Executive Level (EL) 1 and 2, and Senior Executive Service (SES) Band 1, 2 and 3 levels. The salary levels range from \$58,600 (APS 6 minimum) to \$135,200 (SES Band 1 maximum). SES Band 2 and 3 salary levels are individually set and not normally disclosed.
3. 2002-03 Not applicable.
2003-04 13, with salary levels ranging from \$78,000 (EL 2 minimum) to \$110,000 (SES Band 1 maximum), SES Band 2 and SES Band 3 salaries are individually set and not normally disclosed.
2004-05 39, with salary levels ranging from \$69,800 (EL 1 minimum) to \$120,000 (SES Band 1 maximum), SES Band 2 and 3 salaries are individually set and not normally disclosed.
2005-06 183, with salary levels ranging from \$58,600 (APS 6 minimum) to \$135,200 (SES Band 1 maximum), SES Band 2 and 3 salaries are individually set and not normally disclosed.
4. 2002-03
 - Not applicable.2003-04
 - The Australian Public Service Commission (APSC) in conjunction with the Australia and New Zealand School of Government (ANZSOG).
 - Leadership Consortium.
 - APSC.2004-05
 - APSC in conjunction with ANZSOG.
 - Leadership Consortium.
 - APSC.
 - Department of Finance and Administration (internal course facilitated by the Nous Group).2005-06
 - APSC in conjunction with ANZSOG.
 - Leadership Consortium.
 - APSC.
 - Finance (facilitated by the Nous Group).
 - Finance (facilitated by Interaction Consulting).
 - Centre for Public Management.
 - Adept Career Moves.
 - VT Coach Pty Ltd.

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5.

Year	Service Provider	Nature of Service	Group/ One on one	Total Time	No. of Empl.	Amount Spent	Per Hour/ Complete Package	Location
2002-03	No leadership training purchased.							
2003-04	APSC/ANZSOG	ANZSOG Executive Fellows Program	Group	3 weeks	1	\$20,000	Complete package	Sydney
	Leadership Consortium	Leadership Challenge Program	Group	2 days	1	\$3,100	Complete package	Glen Erin Vineyard Retreat, Victoria
	Leadership Consortium	Senior Executive Forum	Group	6 days	2	\$9,000	Complete package	Aitken Hill, Victoria
	APSC	Leading Australia's Future In Asia (LAFIA)	Group	7 weeks	2	\$40,000	Complete package	Japan & China
	APSC	Career Development Assessment Centre (CDAC)	Group	24 days	7	\$66,950	Complete package	Australian National University (ANU)
2004-05	Leadership Consortium	Leadership Development Program	Group	42 days	6	\$33,495	Complete package	Glen Erin Vineyard Retreat, Victoria
	APSC/ANZSOG	ANZSOG Executive Fellows Program	Group	3 weeks	1	\$22,550	Complete package	Melbourne
	Leadership Consortium	Senior Executive Forum	Group	6 days	2	\$9,000	Complete package	Aitken Hill, Victoria
	APSC	LAFIA	Group	3.5 weeks	1	\$24,100	Complete package	India/Malaysia
	Finance (Nous Group)	Leading & Managing in Finance	Group	95 days	19	\$81,700	Complete package	The Carrington, Bungendore & Hill Station
	Leadership Consortium	Leadership Challenge Program	Group	10 days	5	\$17,000	Complete package	Glen Erin Vineyard Retreat, Victoria
	APSC	CDAC	Group	20 days	5	\$49,950	Complete package	ANU/Tuggeranong Homestead
2005-06	APSC	LAFIA Pacific	Group	2.5 weeks	1	\$20,000	Complete package	PNG, Solomon Islands, Fiji & Samoa
	Leadership Consortium	Leadership in Action Program	Group	35 days	7	\$48,300	Complete package	Glen Erin Vineyard Retreat, Victoria
	Leadership Consortium	Leadership Development Program	Group	98 days	14	\$96,600	Complete package	Glen Erin Vineyard Retreat,

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Year	Service Provider	Nature of Service	Group/ One on one	Total Time	No. of Empl.	Amount Spent	Per Hour/ Complete Package	Location
								Victoria
	Finance (Nous Group)	Leading & Managing in Finance	Group	90 days	18	\$77,400	Complete package	The Carrington, Bungendore & Hill Station
	Leadership Consortium	Senior Executive Forum	Group	9 days	3	\$14,400	Complete package	Aitken Hill, Victoria
	APSC/ANZSOG	ANZSOG Executive Follows Program	Group	6 weeks	2	\$46,200	Complete package	Melbourne
	APSC	Band 2 Forum	Group	4 days	1	\$7,400	Complete package	Bowral
	APSC	Band 3 Forum	Group	3 days	1	\$11,500	Complete package	Milton Park, Bowral
	Centre for Public Management	Leadership & Emotional Intelligence	Group	15 days	5	\$13,700	Complete package	The Briars, Bowral
	Centre for Public Management	From Management to Leadership	Group	36 days	9	\$33,750	Complete package	The Briars, Bowral
	Finance (Nous Group)	Leading & Managing in Finance	Group	105 days	21	\$90,300	Complete package	Rydges Eagle Hawk, Sutton & Hill Station
	Finance (Interaction Consulting)	Introduction to Leadership Capabilities	Group	50 days	50	\$25,500	Complete package	Quality Suites Cliftons, ACT
	Finance (Interaction Consulting)	Influencing Skills	Group	28 days	28	\$14,280	Complete package	Kamberra Winery, ACT
	Leadership Consortium	Leadership Challenge Program	Group	10 days	5	\$18,000	Complete package	Glen Erin Vineyard Retreat, Victoria
	APSC	LAFIA	Group	3.5 weeks	1	\$27,610	Complete package	China/Indonesia
	APSC	CDAC	Group	44 days	11	\$119,065	Complete package	Tuggeranong Homestead
	VT Coach	Executive Coaching	One on one	6 hours	2	\$2,145	Per hour	Not available
	Adept Career Moves	Executive Coaching	One on one	6 hours	1	\$1,320	Per hour	Not available

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The Australian Electoral Commission (AEC)

Not all information relating to leadership training and executive coaching is readily available. Answers to questions have been provided where possible. All amounts shown are GST inclusive.

1. 2002-03 \$Nil.
2003-04 \$88,901.
2004-05 \$Nil.
2005-06 \$1,733.

2. 2002-03 Not applicable.
2003-04 The services were offered to EL 1 and EL 2 staff. The salary levels as at 30 June 2004 ranged from \$66,329 (EL 1) to \$86,712 (EL 2).
2004-05 Not applicable.
2005-06 Services were offered to SES Band 1 staff. The salary level is an amount determined by the Australian Electoral Commissioner.

3. 2002-03 Not applicable.
2003-04 Services were utilised by EL 1 and EL 2 staff, however, records are not available regarding the number of employees. The salary levels as at 30 June 2004 ranged from \$66,329 (EL 1) to \$86,712 (EL 2).
2004-05 Not applicable.

2005-06 Three SES Band 1 staff. The salary level is an amount determined by the Electoral Commissioner.

4. 2002-03 Not applicable.
2003-04 PALM Consulting Group.
2004-05 Not applicable.
2005-06 VT Coach.

5.

Year	Service Provider	Nature of Service	Group/ One on one	Total Time	No. of Empl.	Amount Spent	Per Hour/ Complete Package	Location
2002-03	Not applicable							
2003-04	PALM Consulting Group	EL Leadership Development Program	Group	Not available	Not available (group based)	\$88,901	Complete package	Not available
2004-05	Not applicable							
2005-06	VT Coach Pty Ltd	Executive Coaching (one on one)	Group	Not available	3	\$1,733	Per hour	Briars, Bowral, NSW

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Commonwealth Grants Commission

The following information relates to the leadership training only. Information relating to executive coaching is not readily available. All amounts shown are GST inclusive.

1. 2002-03 Nil.
2003-04 Nil.
2004-05 \$15,339.
2005-06 Nil.

2. These services were offered to EL 1 and 2 staff, and SES Bands 1 and 2. The salary levels as at 30 June 2005 range from \$67,020 (EL 1 minimum) to \$155,000 (SES Band 2 maximum).

3. 2002-03 Not applicable.
2003-04 Not applicable.
2004-05 5, with salary levels ranging from \$67,020 (EL 1 minimum) to \$95,000 (EL 2 maximum).
2005-06 Not applicable.

4. 2002-03 Not applicable.
2003-04 Not applicable.
2004-05 Centre for Public Management.
The APSC.
2005-06 Not applicable.

- 5.

Year	Service Provider	Nature of Service	Group/ One on one	Total Time	No. of Empl.	Amount Spent	Per Hour/ Complete Package	Location
2002-03	Not applicable							
2003-04	Not applicable							
2004-05	APSC/Centre for Public Management	From Management to Leadership	Group	16 days	4	\$13,094	Complete package	Briars, Bowral, NSW
	APSC/Centre for Public Management	Leadership and Emotional Intelligence	Group	3 days	1	\$2,245	Complete package	Briars, Bowral, NSW
2005-06	Not applicable							

ComSuper

The following information relates to the leadership training only. No executive coaching was undertaken with the agency. All amounts shown are GST inclusive.

1. 2002-03 \$2,245.45.
2003-04 \$Nil.

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2004-05 \$9,000.
2005-06 \$30,250

2. These services are targeted at particular levels of staff, including APS 6, EL 1 and 2, and SES Band 1, 2 and 3 levels. The salary levels ranged from \$49,781 (APS 6 minimum) to \$97,845 (EL 2 maximum). The salary levels of SES are an amount determined by the Commissioner for Superannuation.

3. 2002-03 1.
2003-04 0.
2004-05 1.
2005-06 3.

4. 2002-03 APSC/Centre for Public Management.
2003-04 Not applicable.
2004-05 APSC/Centre for Public Management.
2005-06 APSC/Centre for Public Management.

- 5.

Year	Service Provider	Nature of Service	Group/ One on one	Total Time	No. of Empl.	Amount Spent	Per Hour/ Complete Package	Location
2002-03	APSC/Centre for Public Management	From Management to Leadership	Group	4 days	1	\$2,245.45	Complete package	Briars, Bowral, NSW
2003-04	Not applicable							
2004-05	APSC	CDAC	Group	4 days	1	\$9,000	Complete package	Tuggeranong Homestead
2005-06	APSC	SES Leadership Program	Group	3 days	1	\$6,600	Complete package	Lincoln Downs, Batemans Bay
	APSC	CDAC	Group	8 days	2	\$23,650	Complete package	Tuggeranong Homestead

Future Fund Management Agency

(1) to (5)

Not applicable. The Future Fund Management Agency (the Agency) was established on 3 April 2006. The Agency has not purchased executive coaching and/or other leadership training services since its establishment.

Australian Reward Investment Alliance (ARIA) (formerly the Commonwealth Superannuation Scheme and Public Sector Superannuation Scheme Boards)

(1) to (5)

Not applicable. ARIA has not purchased leadership training/executive coaching services during the years 2002-03 to 2005-06.