

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Finance and Administration Portfolio

Department of Human Services and agencies

Budget Estimates 2006-2007, 25 May 2006

Question: HS 51

Outcome 1, Output 1

Topic: Core Department - Executive Coaching and Leadership Training

Written Question on Notice: Written

SENATOR LUDWIG asked the Minister for Human Services, upon written notice:
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:

The Department of Human Services was established in October 2004. From October 2004 to June 2005 no executive coaching or leadership training was purchased, therefore all responses cover the 2005-2006 Financial year.

1. The total spending on these services during the 05-06 FY was \$54,146.49
2. Coaching is a strategy to address leadership development and is offered to all EL and SES staff as part of the Department's Performance Management Scheme.

Australian Public Service Commission offers EL and SES Leadership programs open to all appropriate levels of staff. Self selection occurs via the DHS Performance Management Scheme.

1 participant took place in the APSC program SES B3 Leadership and Mastery at a cost of \$11,500 which is all inclusive.

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3. 15 SES participated in 360 degree review and coaching feedback in April 2006. This was conducted by Saville Holdsworth Limited (SHL) at a cost of \$39,406.49. This equates to an average cost per participant of \$2,627. This was conducted on DHS premises and involved a total of 60 staff hours.

9 SES have requested formal coaching as a regular development opportunity and 6 have commenced one on one sessions with a selected coach.

Coaches are selected from organisations that are known and established companies offering services to Commonwealth departments and agencies, some are also on the APSC panel of consultants. Names of providers used are indicated on the attached table.

4. Responses to Question 5a to 5g are indicated on the attached table

Provider	Service	Basis	Participants	Total paid	Total hours
APSC	Leadership Mastery	Group residential program	1 participant (SES B3)	\$11,500 (complete)	4 days
SHL	Assessment and Coaching	Group and one to one	15 participants	\$39,406.49 (complete)	60 (4 hours per person)
Nous Group	Coaching	One to one	4 (SES)	\$2265	
Yellow Edge	Coaching	One to one	1 (SES)	\$375	
VT Coach	Coaching	One to one	1 (SES)	\$600	
Total SES accessing one to one coaching			6		

5g (i) The SES B3 Leadership and Mastery program was held at a venue was determined by the APSC

5g (iii) Coaching sessions take place on or off site (at no cost to the Department) and the number of sessions are determined between the participant and coach, but generally occur quarterly Coaching programs require a combination of face to face and personal reflection which is carried out in the employees own time so it is not possible to do a full response.

To prepare this answer it has taken approximately 8 hours and 15 minutes at an estimated cost of \$431.