

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 55

Outcome 1, Output 1.1

Topic: Centrelink – Executive Coaching/Leadership Training Services

Hansard Page or Written Question on Notice: Written

SENATOR LUDWIG asked on 25/5/2006:

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:

Our systems do not allow us to readily provide an answer to these questions without considerable cost.

We do hold some consolidated data on leadership training for the SES – this information is at Attachment A.

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Attachment A

Executive coaching and capability appraisal processes delivered as a component of the National Leadership Development Program – Senior Executive Leadership Program (SELP)

Question	FY 02-03	FY 03-04	FY 04-05	FY 05-06
1. Total spending on these services	\$96,584	\$154,782	\$130,257	\$45,372
2. The number of employees offered these services and their salary level	All SES	All SES who have not previously attended	All SES who have not previously attended	All SES who have not previously attended
3. The number of employees who have utilised these services and their salary level	14 SES Band 1-3	25 SES Band 1-3	20 SES Band 1-3	7 SES Band 1-3
4. The names of all service providers engaged	The Nous Group P/L SHL P/L	The Nous Group P/L SHL P/L	The Nous Group P/L	The Nous Group P/L
5. For each service purchased from a provider listed in the answer to the previous question, please provide:				
5a. The name and nature of the service purchased:				
The Nous Group P/L	Facilitation and Executive Coaching	Facilitation and Executive Coaching	Facilitation and Executive Coaching	Facilitation, Executive Coaching and Capability Appraisal
SHL P/L	Capability Appraisal	Capability Appraisal	Capability Appraisal	Nil
5b. Whether the service is one-on-one or group based:				
Facilitation	Group	Group	Group	Group
Executive Coaching	One on one	One on one	One on one	One on one
Capability Appraisal	One on one	One on one	One on one	One on one
5c. The number of employees who received the service:				
Facilitation	14	25	20	7
Executive Coaching	14	25	20	7
Capability Appraisal	14	25	20	7

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Question	FY 02-03	FY 03-04	FY 04-05	FY 05-06
5d. The total number of hours involved for all employees:				
Total number of hours	119hrs	329.5hrs	260hrs	77hrs
The total number of hours for Facilitation	35hrs	175hrs	140hrs	35hrs
The total number of hours for Executive Coaching	63hrs	112.5hrs	90hrs	31.5hrs
The total number of hours for Capability Appraisal	21hrs	37.5hrs	30hrs	10.5hrs
5e. The total amount spent on the service:				
Facilitation <i>(GST Exclusive)</i>	\$47,218	\$71,032	\$61,457	\$26,290
Executive coaching <i>(GST Exclusive)</i>	\$27,666	\$45,000	\$37,800	\$13,230
Capability appraisal <i>(GST exclusive)</i>	\$21,700	\$38,750	\$31,000	\$5,852
TOTAL	\$96,584	\$154,782	\$130,257	\$45,372
5f. A description of the fees charged (e.g. per hour, complete package).				
Facilitation	Fixed fee	Fixed fee	Fixed fee	Fixed fee
Executive Coaching	Per person	Per person	Per person	Per person
Capability Appraisal	Per person	Per person	Per person	Per person
5g. Where a service was provided at any location other than the department or agency's own premises, please provide:				
FY	Program	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
02-03	SELP 1	Berida Manor, Bowral NSW	14	490hrs
03-04	SELP2-5	Goolabri Country Inn, Sutton NSW	39	1365hrs
	SELP 6	Airport Comfort Inn, Queanbeyan NSW		
04-05	SELP7	Heritage Motor Inn, Griffith ACT	20	700hrs
	SELP8	Goolabri Country Inn, Sutton NSW		
	SELP9-10	Heritage Motor Inn, Griffith ACT		
05-06	SELP11	Heritage Motor Inn, Griffith ACT	7	245hrs

To prepare this answer it has taken approximately 18 hours and 50 minutes at an estimated cost of \$961.