

# Senate Finance and Public Administration Legislation Committee

## ANSWERS TO QUESTIONS ON NOTICE

### Prime Minister and Cabinet Portfolio

#### Department of the Prime Minister and Cabinet

Budget Estimates Hearings 2005-2006, May 2006

### Questions on Notice: Senator Ludwig PM 46

Purchase of executive coaching and/or other leadership training services by the ANAO for financial years 2001-02 to 2004-05.

The ANAO response is set out below.

Question	2001-02	2002-03	2003-04	2004-05	Total over 4 years
1. Total spending on these services	\$10,391	\$17,633	\$60,480	\$46,575	\$135,079
2. Number of employees offered these services and their salary level	No executive coaching provided. Leadership training was made available to approx 214 staff APS4 level and upwards. Salary levels ranged from \$48,946 to \$121,812	Executive coaching available to 19 SES employees. Leadership training available to approx 225 staff APS4 level and upwards. Salary levels ranged from \$55,345 to \$147,456	Executive coaching available to 21 SES employees. Leadership training available to approx 236 staff APS4 level and upwards. Salary levels ranged from \$57,559 to \$153,354	Executive coaching available to 24 SES employees. Leadership training available to approx 236 staff APS4 level and upwards. Salary levels ranged from \$59,861 to \$169,488	975
3. Number of employees who utilised these services and their salary level	57 employees had leadership training. Salary levels ranged from \$48,946 to \$98,889	1 employee received executive coaching, salary level, SES Band 1 salary range \$99,363 to \$147,456 15 employees had leadership training, salary levels ranged from \$46,333 to \$95,956	15 employees received executive coaching, salary level ranged from \$114,553 to \$153,354. 25 employees had leadership training, salary levels ranged from \$82,518 to \$153,354  (Note: Some staff attended more than one service provider but are only counted once here)	11 employees had executive coaching, salary levels ranged from \$110,000 to \$169,488. Nil leadership training	124

4. Names of all service providers engaged	<i>Global Learning</i>	<i>Bayley and Associates P/L</i> <i>Public Service Commission</i>	<i>PS Commission</i> <i>Mallesons Stephens Jaques</i> <i>Veritas Alliance P/L</i> <i>Hugh Watson Consulting</i> <i>Palm Consulting Group</i> <i>Adept Career Moves P/L</i> <i>Amanda Horne P/L</i> <i>Perform Group P/L</i>	<i>Veritas Alliance P/L</i> <i>Hugh Watson Consulting</i> <i>Adept Career Moves P/L</i> <i>Amanda Horne P/L</i> <i>The Morawska Group</i> <i>QOSR</i>	12
5. For each service purchased in answer to question 4:  a. name and nature of service purchased	<i>Global Learning:</i> Leadership training	<i>Bayley and Associates P/L:</i> Executive coaching Leadership training  <i>Public Service Commission:</i> Senior Women In Management (SWIM) program (leadership training in this context)	<i>Hugh Watson Consulting</i> Leadership training  <i>Mallesons Stephens Jaques</i> <i>Veritas Alliance P/L</i> <i>Hugh Watson Consulting</i> <i>Palm Consulting Group</i> <i>Adept Career Moves P/L</i> <i>Amanda Horne P/L</i> <i>Perform Group P/L:</i> Executive coaching  <i>Public Service Commission:</i> SWIM program	<i>Veritas Alliance P/L</i> <i>Hugh Watson Consulting</i> <i>Adept Career Moves P/L</i> <i>Amanda Horne P/L</i> <i>The Morawska Group</i> <i>QOSR:</i> Executive coaching	
b. whether service one-on-one or group based	<i>Global Learning:</i> Leadership training was group based	<i>Bayley and Associates P/L:</i> Executive coaching was one on one. Leadership training was group based  <i>PS Commission:</i> SWIM placements were secondments	<i>Hugh Watson Consulting:</i> Leadership training was group based  <i>Mallesons Stephens Jaques</i> <i>Veritas Alliance P/L</i> <i>Hugh Watson Consulting</i> <i>Palm Consulting Group</i> <i>Adept Career Moves P/L</i> <i>Amanda Horne P/L</i> <i>Perform Group P/L:</i> Exec coaching was one on one  <i>PS Commission:</i> SWIM placements were secondments	<i>Veritas Alliance P/L</i> <i>Hugh Watson Consulting</i> <i>Adept Career Moves P/L</i> <i>Amanda Horne P/L</i> <i>The Morawska Group</i> <i>QOSR:</i> Executive coaching was one on one.	

<p>c. number of employees who received the service</p>	<p>Global Learning: 57</p>	<p>Bayley and Associates P/L Executive coaching : 1  PS Commission Leadership training : 14 SWIM : 1</p>	<p>Hugh Watson Consulting Leadership training --: 24  Mallesons Stephens Jaques Veritas Alliance P/L Palm Consulting Group Adept Career Moves P/L Amanda Horne P/L Perform Group P/L Executive coaching: 15  PS Commission SWIM: 1</p>	<p>Veritas Alliance P/L Hugh Watson Consulting Adept Career Moves P/L Amanda Horne P/L The Morawska Group QOSR Executive coaching : 11</p>	<p>124</p>
<p>d. total number of hours involved for all employees</p>	<p>Global Learning Leadership : 50 hours</p>	<p>Bayley and Associates P/L Executive coaching : 6 hours Leadership training : 12 hours  Public Service Commission SWIM : 12 months program</p>	<p>Hugh Watson Consulting Leadership training – 6 hours  Mallesons Stephens Jaques Veritas Alliance P/L Hugh Watson Consulting Palm Consulting Group Adept Career Moves P/L Amanda Horne P/L Perform Group P/L Executive coaching : 85.5 hours  Public Service Commission SWIM: 12 months program.</p>	<p>Veritas Alliance P/L Hugh Watson Consulting Adept Career Moves P/L Amanda Horne P/L The Morawska Group QOSR Executive coaching: 100.25 hours.</p>	<p>Leadership 68 hrs. Executive coaching 191.75 hrs.</p>
<p>e. total amount spent on the service</p>	<p>Global Learning Leadership training \$10,391</p>	<p>Bayley and Associates P/L Executive coaching: \$1,518 Leadership training: \$3,465  Public Service Commission SWIM: \$12,650</p>	<p>Hugh Watson Consulting Leadership training: \$6,600  Mallesons Stephens Jaques Veritas Alliance P/L Hugh Watson Consulting Palm Consulting Group Adept Career Moves P/L Amanda Horne P/L Perform Group P/L Executive coaching: \$40,730  PS Commission SWIM: \$13,150</p>	<p>Veritas Alliance P/L Hugh Watson Consulting Adept Career Moves P/L Amanda Horne P/L The Morawska Group QOSR Executive coaching: \$46,575</p>	<p>Executive coaching \$88,823 Leadership training \$20,456 SWIM \$25,800</p>

<p>f. description of fees charges (hourly/package)</p> <p>g. Where a service was provided at any location other than the department or agency's own premises, please provide:</p> <p>i. location of service if outside agency:</p>	<p><i>Global Learning</i> Complete package</p> <p><i>Global Learning:</i> Batemans Bay NSW Hill Station, Hume ACT Silver Wattle Bungendore NSW</p>	<p><i>Bayley and Associates P/L</i> Executive coaching: hourly Leadership training: group</p> <p><i>Public Service Commission</i> SWIM: package</p> <p><i>Bayley and Associates P/L:</i> Telopea Inn, ACT Eaglehawk NSW</p> <p><i>Public Service Commission:</i> SWIM program - various ACT based APS agencies</p>	<p><i>Hugh Watson Consulting</i> Leadership training: daily rate</p> <p><i>Mallesons Stephens Jaques</i> <i>Veritas Alliance P/L</i> <i>Hugh Watson Consulting</i> <i>Palm Consulting Group</i> <i>Adept Career Moves P/L</i> <i>Amanda Horne P/L</i> <i>Perform Group P/L</i> Executive coaching: hourly</p> <p><i>Public Service Commission</i> SWIM: package</p> <p><i>Mallesons Stephens Jaques</i> <i>Veritas Alliance P/L</i> <i>Hugh Watson Consulting</i> <i>Palm Consulting Group</i> <i>Adept Career Moves P/L</i> <i>Amanda Horne P/L</i> <i>Perform Group P/L:</i> In the ACT premises of the service provider.</p> <p><i>PS Commission:</i> SWIM program at various ACT based APS agencies</p>	<p><i>Veritas Alliance P/L</i> <i>Hugh Watson Consulting</i> <i>Adept Career Moves P/L</i> <i>Amanda Horne P/L</i> <i>The Morawska Group</i> <i>QOSR</i> Executive coaching: hourly</p> <p><i>Veritas Alliance P/L</i> <i>Hugh Watson Consulting</i> <i>Adept Career Moves P/L</i> <i>Amanda Horne P/L</i> <i>The Morawska Group</i> <i>QOSR:</i> In the ACT premises of the service provider.</p>	
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<p>ii. number of employees who took part on each occasion</p>	<p><i>Global Learning:</i> Batemans Bay NSW : 18 Hill Station, Hume ACT: 24 Silver Wattle Bungendore NSW: 15</p>	<p><i>Bayley and Associates P/L</i> Bayley &amp; Associates: 1 Telopea Inn, ACT: 7 Eaglehawk NSW: 7  <i>Public Service Commission:</i> Various APS agencies in ACT for SWIM program - 1</p>	<p><i>Mallesons Stephens Jaques:</i> 3 <i>Veritas Alliance P/L:</i> 7 <i>Hugh Watson Consulting:</i> 31 <i>Palm Consulting Group:</i> 3 <i>Adept Career Moves P/L:</i> 1 <i>Amanda Horne P/L:</i> 1 <i>PerformGroup P/L:</i> 1 <i>Public Service Commission SWIM:</i> 1</p>	<p><i>Veritas Alliance P/L - 6</i> <i>Hugh Watson Consulting:</i> 3 <i>Adept Career Moves P/L:</i> 1 <i>Amanda Horne P/L:</i> 1 <i>The Morawska Group :</i> 2 <i>QCSR - 1</i></p>	<p>135 (Note: The 135 figure differs from the total 124 in Q3. This reflects attendance at sessions from separate service providers – some staff did this and are therefore counted more than once)</p>
<p>iii. total number of hours involved for all employees who took part</p>	<p><i>Global Learning</i> 50 hours</p>	<p><i>Bayley and Associates P/L</i> 18 hours excluding SWIM</p>	<p>91.5 hours excluding SWIM</p>	<p>100.25 hours</p>	<p>259.75 hours</p>