

Finance and Public Administration Legislative Committee

ANSWERS TO QUESTIONS ON NOTICE

Prime Minister and Cabinet Portfolio

Australian Public Service Commission

Estimates 2006-07 – Budget Estimates, May 2006

Question: PM 47

Topic: Purchasing of Executive coaching and /or other leadership training services

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:

In the last four financial years, the Australian Public Service Commission has organised Executive Coaching on two occasions, both in 2005–06. A total of \$1925 was spent on these coaching services for two employees, one at the Senior Executive Service Band 1 level and the other at Executive Level 1. The respective salary ranges applying in the Commission for those levels in 2005–06 were \$103,000-\$123,600 and \$64,496-\$77,914. A total of seven hours coaching was provided by Yellow Edge Pty Ltd to the employees on a one on one basis, with fees charged on an hourly basis (\$275 per hour). The coaching was provided at Yellow Edge's premises in Barton and in the Hotel Kurrajong Canberra in Barton.

The Commission recorded \$798,509 for all training and development activities over the past four financial years, \$246,783 in 2002-03, \$328,408 in 2003-04, \$142,955 in 2004-05 and \$80,363 in 2005-06. Disaggregated data by training topic is not readily available and therefore a complete answer with respect to other leadership training services could only be provided at disproportionate cost.

The leadership training provided by the Commission ranges from one-off sessions of less than one day duration, eg SES breakfasts, briefings, leadership development network seminars and senior executive updates, to more intensive leadership programmes, such as the Australia New Zealand School of Government Masters of Public Administration Program, the Commission's SES Band 3 Leadership Mastery Programme, Career Development Assessment Centres, and Executive Leadership Development Programmes and residential workshops.