

## ANSWERS TO QUESTIONS ON NOTICE

### National Water Commission

### Budget Estimates Hearings 2006-07

### (Question No. PM48)

**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:**

1. \$10,412
2. Fourteen staff at SES B1(3 staff) and EL2 (11 staff). The salary levels for these classifications are:
  - a. SES B1: \$123,760-\$124,480
  - b. EL 2: \$86,260-\$98,853
3. Five employees utilised these services- 2 SES officers and 3 EL2 staff. Their salary levels are as indicated in the answer to Q2 above.
4. The leadership program was provided by the Australian Public Service Commission and was delivered by the Centre for Public Management. Coaching services were provided by VT Coach Pty Ltd and Rosetta Consulting Pty Ltd.
5. Details for each of the services are set out in the following table

<b>Name of service</b>	Rosetta Consulting Pty	VT Coach Pty Ltd	Centre for Public Management/Australian Public Service Commission
<b>Nature of service</b>	Executive coaching	Executive Coaching	Leadership Training
<b>1-on-1 or Group based</b>	1-on-1	1-on-1	Group & residential
<b>No of employees who rec'd service<sup>1</sup></b>	1	2	3
<b>Total no of hours involved for all employees</b>	1.7 hours	4.3 hours	82 hours of contact time
<b>Total amount of fees</b>	\$654.5	\$1179.5	\$8520
<b>Description of fees charged</b>	Hourly rate	Hourly rate	Complete package
<b>Location of service</b>	Canberra	Canberra	Bowral
<b>No of employees who took part</b>	1	2	3
<b>Total no of hours</b>	1.7 hours	4.3 hours	82 hours of contact time

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<sup>1</sup> One employee attended two different sessions. Therefore there were six occasions of training but only five employees in total who attended.