

**Senate Finance and Public Administration Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**BUDGET ESTIMATES 2011-2012**

**PM&C Portfolio**

**Department/Agency:** Department of the Prime Minister and Cabinet

**Outcome/Program:** 1.1.3 Support Services for Government Operations

**Topic:** Executive Coaching and Leadership Training

**Senator:** Senator Ryan

**Question reference number:** 101

**Type of question:** Written

**Date set by the committee for the return of answer:** 6 July 2012

**Number of pages:** 3

**Question:**

In relation to the purchase of executive coaching and/or leadership training services purchased by each portfolio department and agency, please provide the following information FYTD:

1. Total spending on these services
2. The number of employees offered these services and their employment classification
3. The number of employees who have utilised these services, their employment classification and how much study leave each employee was granted (provide a breakdown for each employment classification)
4. The names of all service providers engaged

For each service purchased form a provider list under (4), 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 and their employment classification
- d) The total number of hours involved for all employees (provide a breakdown for each employment classification)
- e) The total amount spent on the service
- f) A description of the fees charged (i.e. per hour, complete package)

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 (provide a breakdown for each employment classification)
- iii. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
- iv. Any costs the department or agency's incurred to use the location

**Answer:**

1. The Department's spending on executive coaching and leadership training services totalled \$270,305 for the FYTD (1 July 2011 – 30 April 2012).
2. All employees across all levels.
3. A total of 78 employees utilised these services and their classifications ranged from APS3 – SESB3.
4. The answers to questions 4, a-f and i-iv are detailed in Table 1.

Table 1 – Executive Coaching/Leadership Training Services 2011-2012

<i>Service Provider</i>	<i>Title/Nature of Service</i>	<i>Individual/Group</i>	<i>Recipients</i>	<i>Classification</i>	<i>Hours</i>	<i>Cost (Exc. GST)</i>	<i>Cost Description</i>	<i>Premises</i>	<i>Cost of Premises</i>
Australian and New Zealand School of Government (ANZSOG)	Executive Master of Public Administration (EMPA)	Group	1	EL2	336	\$ 38,043*	Package	Various external National/International	NIL**
National Security College – Australian National University (ANU)	National Security Executive Level 2 Development Program	Group	3	EL2	684	\$ 45,000*	Package	ANU	NIL**
	National Security Senior Executive Development Program	Group	1	SESB1	152	\$ 25,000*	Package	ANU/International	NIL**
	National Security Executive Level 1 Development Program	Group	2	EL1	80	\$20,000*	Package	ANU	NIL **
Australian Public Service Commission (APSC)	7th Global Leadership Program	Group	2	SESB1	128	\$ 46,761	Package	Canberra/International	NIL**
	Leading across boundaries	Group	1	SESB2	88	\$ 7,591	Package	NSW	NIL**
	Transforming Leadership	Group	2	SESB1	64	\$ 14,355	Package	NSW	NIL**
	Australian Government Leadership Network Conference	Group	4	AP5-EL2	8	\$ 3,091	Package	WA	NIL**
	SES Band 2 Talent Management Pilot	Group	1	SESB2	76	\$ 20,516	Package	Various	NIL**
The Cranlana Programme	Canberra Public Service Colloquium	Group	2	EL2-SESB1	76	\$ 9,200	Package	Old Parliament House	NIL**
Adept Career Moves Pty Ltd	Career Coaching	Individual	59	APS3 - SESB3	116	\$ 40,748	Hourly rate	Various	NIL
Brendan Thomas Pigott									
Chandler Macleod Consultants Pty Ltd									
Deborah May Pty Ltd									
Effective People Pty Ltd									
Run to Work									
Hugh Watson Consulting Pty Ltd									
Interaction Consulting Group Pty Ltd									
Mitchell Personnel Solutions									
Right Management Consultants Pty Ltd									
Yellow Edge Pty Ltd									
			78			\$ 270,305			

\* Allocated places under Australian Government Funding commitment

\*\* Total cost is inclusive of any associated venue costs