

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

Finance and Deregulation Portfolio

Department/Agency: Department of Finance and Deregulation

Outcome/Program: General

Topic: 2010-11 Executive coaching and leadership training

Senator: Ryan

Question reference number: F83

Type of question: Written

Date set by the committee for the return of answer: Friday, 2 December 2011

Number of pages: 3

Question:

- a) In relation to the purchase of executive coaching and/or other leadership training services purchased by each portfolio department and agency, please provide the following information for the year 2010-11:
 - i. Total spending on these services
 - ii. The number of employees offered these services and their employment classification
 - iii. The number of employees who have utilised these services, their employment classification and how much study leave each employee was granted
 - iv. The names of all service providers engaged

- b) For each service purchased from a provider listed under (4), please provide:
 - i. The name and nature of the service purchased
 - ii. Whether the service is one-on-one or group based
 - iii. The number of employees who received the service and their employment classification
 - iv. The total number of hours involved for all employees
 - v. The total amount spent on the service
 - vi. A description of the fees charged (i.e. per hour, complete package)

- c) 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
 - iv. Any costs the department or agency's incurred to use the location

Answer:

- a) The purchase of executive coaching and/or other leadership training services by the Department of Finance and Deregulation for the year 2010-11:

Question	Answer
i. Total spending on these services	\$696,961
ii. The number of employees offered these services and their employment classification	All Finance staff APS1 to SES Band 3
iii. The number of employees who have utilised these services, their employment classification and how much study leave each employee was granted	120 APS1 to SES Band 3 Nil study leave
iv. The names of all service providers engaged	The Australia and New Zealand School of Government The Australian Public Service Commission Centre for Public Management Cranlana Programme Deborah May Effective People Federal Executive Institute Harvard Business School Interaction Consulting The Leadership Consortium The Nous Group Yellow Edge

- b) Services purchased from a provider listed under (4):

Question	Answer
i. The name and nature of the service purchased	Executive coaching Various leadership programs
ii. Whether the service is one-on-one or group based	Executive coaching: one-on-one Leadership programs: group based
iii. The number of employees who received the service and their employment classification	120 APS1 to SES Band 3
iv. The total number of hours involved for all employees	4,379
v. The total amount spent on the service	\$667,867 (service provider cost only)
vi. A description of the fees charged (i.e. per hour, complete package)	Executive coaching: per hour Leadership programs: complete package

- c) Services provided at any location other than the Department of Finance and Deregulation's own premises (note these are only the venues engaged directly by Finance):

Question	Answer
i. The location used	The Carrington Inn, Bungendore Kamberra Wine Company, Canberra
ii. The number of employees who took part on each occasion	22 15 13
iii. The total number of hours involved for all employees who took part	2,399
iv. Any costs the department or agency's incurred to use the location	\$29,094

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

Finance and Deregulation Portfolio

Department/Agency: Australian Electoral Commission
Outcome/Program: General
Topic: Executive coaching and leadership training 2010 - 2011

Senator: Ryan
Question reference number: F83
Type of question: Written
Date set by the committee for the return of answer: Friday, 2 December 2011

Number of pages: 3

Question:

- a) In relation to purchase of executive coaching and/ or other leadership training services purchased by each portfolio department and agency, please provide the following information for the year 2010-11:
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 - iii. The number of employees who have utilised these services, their employment classification and how much study leave each employee was granted
 - iv. The names of all service providers engaged

- b) For each service purchased from a provider listed under (iv), please provide:
 - i. The name and nature of the service purchased
 - ii. Whether the service is one-on-one or group based
 - iii. The number of employees who received the service and their employment classification
 - iv. The total number of hours involved for all employees
 - v. The total amount spent on the service
 - vi. A description of the fees charged (i.e. per hour, complete package)

- c) Where a service was provided at any location other than the department of agency's own premises, please provide:
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Answer:

Please refer to Attachment A.

a)						
i.	\$94 082					
ii.	21 known employees EL 1 to Agency Head classification					
iii.	Total 21 employees, EL 1 to Agency Head classification, Total hours of study leave n/a					
iv.	Yellow Edge Pty Ltd Career Development Assessment Centre Australian Public Service Commission Centre for Public Management Sue Adams Whon Pty Ltd Tanner James Management					
b)						
	i.	ii.	iii.	iv.	v.	vi.
Yellow Edge Pty Ltd	Executive coaching, documentation review	One-on-one	1 x EL 1 5 x EL 2 1 x SES Band 1	13	\$5 955	Hourly rate
Yellow Edge Pty Ltd	Effective Coach Training	Group Based	3 – classification unknown	Not known	\$5 090	Complete Package
Career Development Assessment Centre	Executive Coaching	Group based	1x EL 2	32.5	\$11750	Complete Package
Sue Adams	Executive Coaching	One-on-One	1 x EL2	1	\$400	Hourly rate
Whon Pty Ltd	Executive Learning	One-on-One	Agency Head EL2 x 2	Unknown	\$40 425	Hourly rate
Australian Public Service Commission	LAFIA Program Senior Executive Orientation Executive leadership dimensions course Developing Cabinet	Group based	SES x 1 SES x 1 EL 2 x 1	Unknown	\$31 999	Complete Package

	submissions		SES x 1			
Centre for Public Management	Leading with Strategic Intelligence	Group based	1 x Unknown	Unknown	\$2 963	Complete Package
Tanner James Management	Management coaching	Unknown	1 x Unknown	Unknown	\$1 500	Complete Package

c)					
		i.	ii.	iii.	iv.
Yellow Edge Pty Ltd	Executive coaching, documentation review	1 x EL 1 4 x EL 2 1 x SES Band 1	11	\$5 005	Hourly rate
Sue Adams	Executive Coaching	1 x EL2	1	\$400	Hourly rate
Whon Pty Ltd	Executive Learning	Agency Head EL 2 x 2	Unknown	\$40 425	Hourly rate
Career Development Assessment Centre	Executive Coaching	1 x EL 2	32.5	\$14 375	Complete Package
Tanner James Management	Management coaching	1 x Unknown	Unknown	\$1 500	Complete Package
Centre for Public Management	Leading with Strategic Intelligence	1 x Unknown	Unknown	\$2 963	Complete Package
Australian Public Service Commission	LAFIA Program	SES x 1	Unknown	\$31 999	Complete Package
	Senior Executive Orientation	SES x 1			
	Executive leadership dimensions course	EL 2 x 1			
	Developing Cabinet submissions	SES x 1			

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

Finance and Deregulation Portfolio

Department/Agency: ComSuper

Outcome/Program: General

Topic: Executive coaching and leadership training 2010-2011

Senator: Ryan

Question reference number: F83

Type of question: Written

Date set by the committee for the return of answer: Friday, 2 December 2011

Number of pages: 2

Question:

- a) In relation to the purchase of executive coaching and/or other leadership training services purchased by each portfolio department and agency, please provide the following information for the year 2010-11:
 - i. Total spending on these services
 - ii. The number of employees offered these services and their employment classification
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 - iv. The names of all service providers engaged

- b) For each service purchased from a provider listed under (4), please provide:
 - i. The name and nature of the service purchased
 - ii. Whether the service is one-on-one or group based
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 - vi. A description of the fees charged (i.e. per hour, complete package)

- c) Where a service was provided at any location other than the department or agency's own premises, please provide:
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Answer:

a)

- i. \$166,275.
- ii. The services were offered to the whole of ComSuper at various employment classifications.
- iii. The number and classification of employees who have utilised these services in 2010-11 were as follows:

Employment classification	Number of Staff
APS Level 3	3
APS Level 4	8
APS Level 5	30
APS Level 6	68
CEO	1
Executive Level 2	24
Executive Level 1	53
SESB1	4
Grand Total	191

Study leave was not utilised for these services.

iv. The service providers engaged were as follows:

- Australian Human Resources Institute
- Australian Institute of Management
- Australian Public Service Commission
- ARK Group Australia
- Dare2excel
- People & Strategy
- SkillPath

b) Please see response to F83 a). ComSuper does not record training data in a way that readily allows detailed answers to be provided.

c) Please see response to F83 a). ComSuper does not record training data in a way that readily allows detailed answers to be provided.

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ANSWERS TO QUESTIONS ON NOTICE
SUPPLEMENTARY BUDGET ESTIMATES 2011-2012

Finance and Deregulation Portfolio

Department/Agency: Commonwealth Superannuation Corporation

Outcome/Program:

Topic: Executive coaching and leadership training 2010-2011

Senator: Ryan

Question reference number: F83

Type of question: Written

Date set by the committee for the return of answer: Friday, 2 December 2011

Number of pages: 1

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Answer:

See response to Question on Notice F82.

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

Finance and Deregulation Portfolio

Department/Agency: Future Fund Management Agency

Outcome/Program: General

Topic: Executive coaching and leadership training 2010-11

Senator: Ryan

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Answer:

Please refer to the response to Question on Notice F82.