

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: FYTD Executive coaching and leadership training

Senator: Ryan

Question reference number: F84

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 FYTD:
 - 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 FYTD:

Question	Answer
i. Total spending on these services	\$264,772
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	91 APS3 to SES Band 1 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 Deborah May Effective People The Leadership Consortium Lee Kuan Yew School of Public Policy 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	91 APS3 to SES Band 1
iv. The total number of hours involved for all employees	1,942
v. The total amount spent on the service	\$264,772
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	N/A
ii. The number of employees who took part on each occasion	N/A
iii. The total number of hours involved for all employees who took part	N/A
iv. Any costs the department or agency's incurred to use the location	N/A

In response to the one-off special 2.5% Efficiency Dividend announced in MYEFO 2011-12, the department will be instigating measures to reduce these costs.

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 FYTD

Senator: Ryan

Question reference number: F84

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 FYTD:
 - 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 (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:
 - 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:

Please see Attachment A.

a)						
i.	\$29 461					
ii.	7 1 x SES, 3 x EL 2, 3 x EL 1					
iii.	7 1 x SES, 3 x EL 2, 3 x EL 1 Total number of study leave n/a					
iv.	Yellow Edge Pty Ltd Australian Public Service Commission Sue Adams Institute of Executive Coaching					
b)						
	i.	ii.	iii.	iv.	v.	vi.
Yellow Edge Pty Ltd	Executive coaching	One-on-one	1 x EL 2 1 x EL 1	3	\$1,285	Hourly rate
Australian Public Service Commission	LAFIA Program Leadership Program Interview Skills	Group	1 x SES 1 x EL 1 1 x EL 1	Not known	\$24,276	Complete package
Sue Adams	Coaching	One-on-one	1 x EL 2	2	\$700	Hourly rate
Institute of Executive Coaching	Executive Coaching Training	Group	1 x EL 2	16	\$3,200	Complete package
c)						
		i.	ii.	iii.	iv.	
Yellow Edge Pty Ltd	Executive coaching	1 x EL 2 1 x EL 1	3	\$1,285	Hourly rate	
Australian Public Service Commission	LAFIA Program Leadership Program	2 x SES 1 x EL 2	Not known	\$24,276	Complete package	

Sue Adams	Coaching	1 x EL 2	2	\$700	Hourly rate
Institute of Executive Coaching	Executive Coaching Training	1 x EL 2	16	\$3,200	Complete package

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 FYTD

Senator: Ryan

Question reference number: F84

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 FYTD:
 - 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
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Answer:

a)

- i. \$16,545
- 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 FYTD are as follows:

Employment classification	Number of Staff
APS Level 4	1
APS Level 5	1
APS Level 6	2
Executive Level 2	1
Grand Total	5

Study leave was not utilised for these services.

- iv. The service providers engaged were as follows:

- Australian Institute of Management
- Australian Public Service Commission

b) Please see F84 a). ComSuper does not record training data in a way that readily allows detailed answers to be provided.

c) Please see F84 a). ComSuper does not record training data in a way that readily allows detailed answers to be provided.

Senate Finance and Public Administration Legislation Committee
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 FYTD

Senator: Ryan

Question reference number: F84

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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- 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 FYTD:
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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 FYTD

Senator: Ryan

Question reference number: F84

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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- 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 FYTD:
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Answer:

Please refer to the response to Question on Notice F82.