

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE SUPPLEMENTARY BUDGET ESTIMATES 2011-2012

Prime Minister and Cabinet

Department/Agency: Australian National Audit Office

Outcome/Program:

Topic: Executive Coaching and Leadership Training for the year 2010 -11

Senator: Senator Ryan

Question reference number: 149

Type of question: Written

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

Number of pages: 3

Question:

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:

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
4. The names of all service providers engaged

For each service purchased from a provider listed 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
- 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
 - iii. The total number of hours involved for all employees who took part
- Any costs the department or agency's incurred to use the location

Answer:

- Q1 Total Spend \$122,849
 Q2 100 employees (14 x APS 5/6; 61 x EL1/2; 25 x SES)
 Q3 100 participants - Study Leave total 912 hours with an average 9.12 hours per person.
 Q4 Providers - Rob Brennan & Associates; NOESIS Learning; John Matthews, Executive Coaching through Centre for Public Management; Comcare; Rod Morison Esmond Consulting; Di Van Meegan, Directions of Change; Australian Public Service Commission (APSC), National Leadership Institute.

Staff also attend events hosted by the APSC or undertake individual executive coaching through the APSC panel arrangements. Attendance or participation in these activities are not included above as this information is not stored in our central learning and development database.

Q (a) to Q (f)

Provider Name	Nature of Service	One-on-one/group	Number of employees	Level	Total Hrs	Total Cost	Description
1. Rob Brennan/Noeis Learning	EL 1/2 Leadership Program	Both	7	EL 1/2	157	\$28,802	Package
2.Noesis Learning	APS 5/6 Leadership Program	Both	13	APS 5/6	293	\$26,514	Package
3. John Matthews – Centre for Public Management	Exec. Coaches Perspective	Group	17	SES 1/2	34	\$1,248	Package
4. John Matthews – Centre for Public Management	Coaching /Developing Staff	Group	19	EL/SES	143	\$9,340	Package
5. Comcare	Mgrs OH&S	Group	15	EL/SES	53	\$2,700	Package
6.Noesis Learning	EL 1/2 Leadership	Both	6	EL 1/2	135	\$32,511	Package
7. John Matthews	Coaching/Dev Staff	Group	10	EL/SES	75	\$8,320	Package
8.Esmond Consulting	Influencing/ Negotiation	Group	7	El 1/2	53	\$4,485	Package

9.Directions of Change	Audit Committees	Group	9	EL 1/2	68	\$4,629	Package
10. APSC	Strategic Thought / Influencing	Group	3	EL 1/2	30	\$2,515	Package
11.National Leadership Institute	Mgt. Dev	Group	4	EL 2	30	\$1,785	Package

Note: the table above includes the number of staff that have attended leadership and executive coaching events organised by the ANAO and some staff may attend a number of events during the year. The total participation rate is therefore greater than the answer provided in Q2.

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Q (i) to (iii)

(i) Venue	(ii) Employees	(iii) hours	(iv) Cost
Links House - Bowral	7	157	\$5,851
Corrigan's Cove – Batemans Bay	13	293	\$8,110
Links House – Bowral	6	135	\$5,382

Staff also attend events hosted by the APSC. These events and activities are hosted externally and information on the location and attendance not stored in our central learning and development database.