

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Prime Minister and Cabinet Portfolio

Department of Regional Australia, Regional Development and Local Government

Supplementary Budget Estimates 17-20 October 2011

Question: 181

Topic: Executive Coaching and Leadership Training 2010-11

Asked By: Senator RYAN

Type of Question: Written

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

Number of pages: 3

1. 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:
 - a) Total spending on these services
 - b) The number of employees offered these services and their employment classification
 - c) The number of employees who have utilised these services, their employment classification and how much study leave each employee was granted
 - d) The names of all service providers engaged
2. For each service purchased from a provider listed under (1d), 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)
3. Where a service was provided at any location other than the department or agency's own premises, please provide:
 - a) The location used
 - b) The number of employees who took part on each occasion
 - c) The total number of hours involved for all employees who took part
 - d) Any costs the department or agency's incurred to use the location

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Answer:

1.

- a) Total spending on executive coaching and/or leadership training for the Department for 2010-11 was \$15,042.
- b) All staff have potential access to these services and generally, learning and development activities for staff are identified with their supervisors through their performance agreements.
- c) The number of employees for whom such services were purchased was three – two at the EL2 level and one SES officer. No study leave was required for employees to access these services.
- d) The service providers were Drake Workwise Pty Ltd (coaching services) and the Australian Public Service Commission.

2.

- a) Courses attended were:
 - Career Development Assessment Centre (CDAC) program which is an assessment of leadership capabilities course for Executive Level staff
 - Australian Public Service Commission program, New Directions – Ministers Views which is to enhance capacity to meet whole of government obligations
 - Individual coaching services which involved one-on-one coaching.
- b) Course attendance was:
 - CDAC – group course
 - New Directions – Ministers Views – group course
 - Individual coaching – one-on-one
- c) Officers who attended were:
 - CDAC was attended by one EL2 officer
 - New Directions – Ministers Views was attended by one SES officer
 - Individual coaching was attended by one EL2 officer
- d) The total number of hours spent on these courses was 44.5 hours
- e) The total amount spent on the above courses was \$15,042
- f) Fees for all courses attended were charged as complete packages not hourly rates; \$13,112, \$55 and \$1,875 respectively

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3.

- a) The Australian Public Service Commission provided the training; two offsite locations were used by the APSC as venues: Tuggeranong Homestead, Tuggeranong, ACT and The Members Dining Hall Old Parliament House, Parkes, ACT.
- b) There were two employees who attended the APSC for training.
- c) The total number of hours spent on offsite training was 38.5 hours.
- d) The Department was not required to pay for the cost of the training location.