

Senate Finance and Public Administration Legislation Committee —Supplementary Budget Estimates Hearing—October 2012

Answers to Questions on Notice

Parliamentary departments, Department of Parliamentary Services

Topic: **Executive Coaching and leadership training FYTD**

Question: **188**

Written **Senator Ryan**

Date set by the committee for the return of answer: 30 November 2012

- a. In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information for this financial year to date:
 - 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 (provide a breakdown for each employment classification)
 - iv. The names of all service providers engaged
- b. For each service purchased from a provider listed under (iv above), 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 (provide a breakdown for each employment classification)
 - 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 (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

- a) For the financial year to date (as at 30 September 2012) purchase of executive coaching and/or other leadership training services.
 - i. Total spending on leadership training services is: \$22,656 (ex-GST).
 - ii. All staff in management and leadership roles are offered development in their leadership skills. The range of leadership development programs are identified in the DPS Corporate Learning Pathway. The staff participating in leadership development range in classification from Parliamentary Service Level (PSL) 2 to Senior Executive Service (SES).
 - iii. A total of 12 employees utilised these services in this period. Their classifications ranged from PSL1/2 to PEL2. A total attendance at these events was 207.5 hours.

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iv. DPS engaged the following service providers:

- Australian Public Service Commission (APSC);
- Centre for Public Management (CPM); and
- Interaction Consulting Group (ICG) Pty Ltd.

b) Details of services provided by those listed under iv. above.

Service (i)	Provider	Nature (i)	1-on-1 or Group (ii)	No. Employees (iii)	Level (iii)	Hours (iv)	Total Cost \$ (v)	Fees/hr or package (vi)
Career Development Assessment Centre	APSC	Leadership	Group	1	PEL2	37.5	11,750	package
Building Your Team Leadership Skills	ICG	Leadership	Group	10	PSL1/2 – PEL1	140	5,493	package
From Management to Leadership #	CPM	Leadership and coaching	Group	1	PEL2	30	5,414	package
TOTAL				12		207.5	22,656	

Attendance at *From Management to Leadership* was in the previous financial year but was not received until this financial year.

c) Services listed under b) provided outside/externally of DPS

Services	Location (i)	No. of employees (ii)	Classification	Hours / employee (total) (iii)	Costs incurred to use location (iv)
Career Development Assessment Centre	Tuggeranong Homestead, ACT	1	PEL2	37.5	Nil
From Management to Leadership	The Briars, Bowral	1	PEL1	30	Nil
TOTAL		2		67.5	