

**Senate Finance and Public Administration Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

Supplementary Budget Estimates 15-18 October 2012

Prime Minister and Cabinet Portfolio

**Department/Agency:** Department of the Prime Minister and Cabinet

**Outcome/Program:** 1.1.3 Support Services for Government Operations

**Topic:** Executive Coaching & Leadership Training 2011-12

**Senator:** Senator Ryan

**Question reference number:** 121

**Type of Question:** written

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

**Number of pages:** 3

**Question:**

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information for 2011-12:

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 (provide a breakdown for each employment classification)
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
5. The total number of hours involved for all employees (provide a breakdown for each employment classification)
- d) The total amount spent on the service
- e) A description of the fees charged (i.e. per hour, complete package)

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

- i. The location used
6. The number of employees who took part on each occasion (provide a breakdown for each employment classification)
7. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
- ii. Any costs the department or agency's incurred to use the location

**Answer:**

1. The Department's spend on executive coaching and leadership training services totalled \$333,829 for 2011-12.
2. All employees across all levels.
3. A total of 105 employees utilised these services and their classifications ranged from APS3 – SESB3.
4. The answers to question 4 a, c and 5 d – are detailed in Table 1. The Department does not record leadership training and executive coaching data in a way that would readily allow answers to be provided to questions 4 b, 5 e, 6, 7 and sub parts question. To attempt to provide this level of detail would be an unreasonable diversion of departmental resources.

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**Table 1 – Executive Coaching/Leadership Training Services 2011-2012**

<i>Service Provider</i>	<i>Title/Nature of Service</i>	<i>Recipients</i>	<i>Classification</i>	<i>Cost (Exc. GST)</i>
Australian and New Zealand School of Government (ANZSOG)	Executive Master of Public Administration (EMPA)	1	EL2	\$ 38,043
National Security College – Australian National University (ANU)	Strategic Planning	1	EL2	N/C*
	National Security Executive Level 2 Development Program	3	EL2	\$ 45,000*
	National Security Senior Executive Development Program	1	SESB1	\$ 25,000*
Australian Public Service Commission (APSC)	SES Orientation	3	SESB1	\$ 6,819
	7th Global Leadership Program	2	SESB1	\$ 46,761
	Leading across boundaries	3	SESB2	\$ 22,773
	Transforming Leadership	5	SESB1	\$ 35,886
	Australian Government Leadership Network Conference	4	AP5-EL2	\$ 3,091
	SES Band 2 Talent Management Pilot	1	SESB2	\$ 20,516
	Leading Australia's Future in Asia-Pacific	1	SESB2	\$27,800
The Cranlana Programme	Canberra Public Service Colloquium	2	EL2-SESB1	\$ 9,200
Adept Career Moves Pty Ltd	Career Coaching	78	APS3 - SESB3	align="right">\$52,940
Brendan Thomas Pigott				
Chandler Macleod Consultants Pty Ltd				
Deborah May Pty Ltd				
Effective People Pty Ltd				
Run to Work				
Hugh Watson Consulting Pty Ltd				
Interaction Consulting Group Pty Ltd				
Mitchell Personnel Solutions				
Right Management Consultants Pty Ltd				
Yellow Edge Pty Ltd				
		105		\$333,829

\* Allocated places under Australian Government Funding commitment