

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
BUDGET ESTIMATES 2012-2013

Prime Minister and Cabinet Portfolio

Department/Agency: Australian Public Service Commission

Outcome/Program: Cross Portfolio

Topic: Executive Coaching & Leadership Training 2011-12

Senator: Ryan

Question reference number: 121

Type of question: Written

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

Number of pages: 2

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)

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. \$40 592 was spent on executive coaching and leadership training in 2011-12
2. 17 people were offered these services – Commissioner, Merit Protection Commissioner, SES Band 3, two SES Band 2, and 13 SES Band 1
3. 17 people received these services – Commissioner, Merit Protection Commissioner, SES Band 3, two SES Band 2, and 13 SES Band 1.
4. Service providers engaged - SHL P/L, and Dupont and Associates.

SHL –

- a) Name and nature of service: 360-degree leadership behaviours survey and feedback
- b) Feedback was provided both one-on-one and group based
- c) 17 people received this service – Commissioner, Merit Protection Commissioner, one SES Band 3, two SES Band 2, and 13 SES Band 1.
5. It is estimated that each employee received in total 90 minutes by way of feedback, both group and individual combined.
 - a) The total amount spent on the service was \$34 425
 - b) The fee was a fixed price contractual arrangement.

SHL –

- a) Name and nature of service: Facilitate intervention service
- b) Feedback was provided one-on-one
- c) 2 people received this service –SES Band 2 and SES Band 1.
5. It is estimated that 8 hours of service was provided.
 - d) The total amount spent on the service was \$6 167.
 - e) The fee was by way of hourly invoice, which included both preparation, review and facilitation.

No service was provided at any other location.