

QUESTION TAKEN ON NOTICE

ADDITIONAL ESTIMATES HEARING: 13 FEBRUARY 2012

IMMIGRATION AND CITIZENSHIP PORTFOLIO

(AE12/0122) Program: Internal Product

Senator Humphries asked:

In relation to executive coaching and/or other leadership training services purchased by each department/agency, provide the following information for this financial year to date:

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;
 - iv. Any costs the department or agency's incurred to use the location.

Answer:

1. \$57,096 for services, and \$9,739 for external venue, totalling \$66,835.
2. 11 EL2 officers participated in "Next Step". 15 officers at the APS6 and EL1 levels participated in the pilot "Workplace Coaching Program" and the "Train the Trainer" component.
3. As above. Study leave was not applicable.

4. a) – e) refer to the tables below.

Next Step Program Financial year to date	
Provider:	Nous Group
Nature of service provided	Part 2 - Delivery of workshop and coaching for the <i>Next Step Program</i>
Offered as	One on one and group based
No. of Employees	11 EL2 officers
Number of hours	48 hrs per officer
Total spend	\$43,646
Description of fees	Services to 13 February 2012

Note: No additional services have been provided since 30 September 2011. Further services will be required in May and June 2012.

Pilot Workplace Coaching Program Financial year to date	
Provider:	Right Management
Nature of service provided	Delivery of the Pilot Workplace Coaching and Train the Trainer Program
Offered as	Group based workshop
No. of Employees	15 officers (APS6 & EL1) attended the Pilot Coaching Program 11 officers (APS5 & EL1) attended the Train the Trainer component
Number of hours	9 hours per officer for the Pilot Coaching Program only (4 officers) 18 hours per officer for the Pilot and Train the Trainer component (11 officers).
Total spend	\$13,450
Description of fees	Services to 13 February 2012

4 f) Whenever possible the Department delivers training on its own premises to reduce costs. If an in-house venue is unavailable or it is considered necessary to conduct training offsite, external venues are used. The following table outlines costs associated with external venues:

External venues Financial year to date	
Location used	Rydges Lakeside
Number of employees	11 x EL2 officers
Number of hours	36 hours
Costs incurred to use location	\$9,739