

## QUESTION TAKEN ON NOTICE

### ADDITIONAL ESTIMATES - 25 FEBRUARY 2014

#### IMMIGRATION AND BORDER PROTECTION PORTFOLIO

#### (AE14/527) PROGRAMME – Internal Product

Senator Ludwig (Written) asked:

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information from Supplementary Budget Estimates in November 2013 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 (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
  - d) The total number of hours involved for all employees (provide a breakdown for each employment classification)
  - e) The total amount spent on the service
  - f) A description of the fees charged (i.e. per hour, complete package)
5. 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 (provide a breakdown for each employment classification)
    - c) The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
    - d) Any costs the department or agency's incurred to use the location

*Answer:*

1. From 19 November 2013 to 25 February 2014 the portfolio's total spending was \$187 330.50
2. The number of employees offered executive coaching or leadership training varies by programme. They range across all employment classifications.
3. 110 employees with a range of employment classifications have utilised these services. Employees do not need to request study leave to participate.

4.

<b>Service Provider Engaged</b>	<b>Programme Title</b>	<b>Service Type</b>	<b>Number of Employees</b>	<b>Total Hours</b>	<b>Cost</b>	<b>Location</b>
<i>Australian Public Service Commission</i>	Management Essentials	Group-based	1 x EL1	7 hours	\$595 total	Provider's premises
<i>Australian Public Service Commission</i>	APSC Heads of Corporate Forum	Group-based	1 x SES	3 hours	\$225.00 total	Provider's premises
<i>Australian Public Service Commission</i>	SES Leadership Development Programme	Group-based	1 x SES	60.5 hours	\$10000.00 total	Provider's premises
<i>Australia and New Zealand School of Government</i>	Leadership for Change Agents	Group-based	1 x EL2	14 hours	\$3500.00 total	Own premises
<i>Monica Redden Consultancy</i>	Coaching Ourselves	Group-based	8 x SLO; 5 x EL1; 9 x APS6; 2 x LO	24 hours	\$12099.00 total	Own premises
<i>Mindtrek</i>	360 Feedback and Debriefs	Group-based	3 x SES; 9 x EL2	9 hours	\$4730.00 total	Own premises
<i>Open Door Coaching Group</i>	Coaching Workshop	Group-based	3 x SES; 9 x EL2	84 hours	\$6022.50 total	Own premises
<i>Resolutions RTK</i>	Coaching	One-on-one	1 x APS5	1.5 hours	\$1715.00 total	Own premises
<i>Centre for Public Management</i>	Listen Respect Lead	Group-based	7 x CL2; 18 x CL3; 11 x CL4; 3 x CL5	312 hours	\$10260.00 total	Provider's premises
<i>National Security College</i>	Executive leadership in the national security community	Group-based	1 x CL4; 1 x CL5	73.5 – 147 hours	\$35000.00 total	Provider's premises
<i>EWK International</i>	Enabling Transformational Leadership	One-on-one	19 x SES	42.5 hours	\$96584.00 total	Own premises
<i>VT Coach</i>	Next Step Programme	One-on-one	11 x EL2	16.5 hours	\$6600.00 total	Own premises

No extra costs were incurred where external premises were used.