

QUESTION TAKEN ON NOTICE

BUDGET ESTIMATES HEARING: 22 May 2006

IMMIGRATION AND MULTICULTURAL AFFAIRS PORTFOLIO

(9) Output: Internal Product

Senator Ludwig (L&C 31) asked:

In relation to the Australian Public Service Commission panel, perhaps we can look at what that is, who they are and where they are accredited by and like. Are they shrinks; psychiatrists?

Answer:

The Australian Public Service Commission has provided the following information in relation to its Panel:

The APSC Leadership, Learning and Development Panel of providers has been established on a "whole of government" basis in order assist the Commonwealth in developing its workforce and leadership capabilities.

Fifty five consultancies were selected for the Coaching Services sub-panel. All of the consultants on the Coaching Services sub-panel have been rigorously evaluated as part of the tender evaluation process. Evaluators were drawn from across the APS.

The International Coach Federation (ICF) is the professional association of personal and business coaches. Many of the key personnel that have been selected for the Coaching Services sub-panel are members of the ICF and commit to the ICF's code of ethics of coaching. Some also hold or are working towards ICF accreditation.

ICF has the most thorough credentialing procedures for the profession. There are three levels of ICF credential:

- Associate Certified Coach (ACC)
- Professional Certified Coach (PCC)
- Master Certified Coach (MCC)

All the people on the Coaching Service sub-panel have qualifications or extensive experience relevant to the field in which they practice; some for example do have psychology qualifications. However, as the need for coaching is based on the individual's development requirements, they do not necessarily need a coach who is a psychologist. As an example, someone may need to be coached in 'communication skills' therefore the coach assigned would be someone who has extensive experience and/or qualifications in that area.