

QUESTION TAKEN ON NOTICE

BUDGET ESTIMATES HEARING: 27-28 May 2013

IMMIGRATION AND CITIZENSHIP PORTFOLIO

(BE13/0528) PROGRAM – Internal Product

Senator Humphries (Written) asked:

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please 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 (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). Where a service was provided at any location other than the department or agency's own premises, please provide: (1) The location used- (2) The number of employees who took part on each occasion (provide a breakdown for each employment classification)- (3) The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)- (4) Any costs the department or agency's incurred to use the location.

Answer:

1. From 1 July 2012 to 28 May 2013 departmental expenditure on executive coaching and/or other leadership training services was \$354,575.
2. All SES employees may access executive coaching services according to development needs as detailed in individual Performance and Development Agreements. Other employees may be offered leadership training services according to the role being performed and development needs as detailed in individual Performance and Development Agreements.
3. 31 SES and 42 EL 2 staff have used executive coaching and/or other leadership training services. Study leave provisions do not apply to these services.
4. Refer to table.
5. Refer to table.

Individual Service Providers

The following table provides information on executive coaching and/or other leadership training services purchased by the department from service providers. From 1 July 2012 to 28 May 2013.

Provider	Name of Service	Nature of Service	One on One or Group	No. of Employees / Classification	Number of Hours	Total Spend	Description of Fees	Location	Location Cost
WHON Pty Ltd (Jeff Whalan)	Professional Coaching Services	Executive Coaching	One on One and Group	10 SES	260	\$114,950	Per session	DIAC premises	Nil
Australian Public Service Commission (APSC)	Leading Australia's Future in the Asia-Pacific	Leadership Program	Group	2 SES	269*	\$56,330	program participant	Singapore, China, Mongolia, Papua New Guinea, Solomon Islands	Nil
APSC (in collaboration with the Australian Government Leadership Network Victoria)	Professional Coaching Services	Leadership conference	Group based workshop	1 SES	15*	\$1,400	Cost of workshop	Melbourne	Nil
VT Coach Pty Ltd	Professional Coaching Services	Executive Coaching	One-on-one	2 SES	10	\$5,440	Executive coaching session	DIAC premises	Nil

Provider	Name of Service	Nature of Service	One on One or Group	No. of Employees / Classification	Number of Hours	Total Spend	Description of Fees	Location	Location Cost
Amanda Horne Pty Ltd	Professional Coaching Services	Executive Coaching	One-on-one	1 SES	1	\$400	Executive coaching session	DIAC premises	Nil
Nous Group	Professional Coaching Services	Executive Coaching	One-on-one	1 SES	5	\$4,169	Executive coaching session	DIAC premises	Nil
Executive Central	Professional Coaching Services	Executive Coaching	One-on-one	3 SES	32.5	\$17,400	Executive coaching session	DIAC premises	Nil
ACT of Living	Professional Coaching Services	Executive Coaching	One-on-one	1 SES	4	\$600	Executive coaching session	DIAC premises	Nil
Centre for Public Management	Professional Coaching Services	Executive Coaching	One-on-one	1 SES	9	\$3,465	Executive coaching session	DIAC premises	Nil
AHJ & Associates	Professional Coaching Services	Executive Coaching	One-on-one	1 SES	5.25	\$2,888	Executive coaching session	DIAC premises	Nil
Yellow Edge	Professional Coaching Services	Executive Coaching	One-on-one	1 SES	5	\$2,500	Executive coaching session	DIAC premises	Nil
APSC	SES Band 1 Leadership Program	Leadership Program	Group and one-on-one	2 SES	98.5	\$20,000	Executive coaching session	Woden, ACT	Nil

Provider	Name of Service	Nature of Service	One on One or Group	No. of Employees / Classification	Number of Hours	Total Spend	Description of Fees	Location	Location Cost
Cranlana	Executive Leadership	Leadership Program	Group and one-on-one	1 SES	40	\$5,335	Executive coaching session	Toorak, VIC	Nil
APSC	Band 2 Talent Development Program	Leadership Program	Group and one-on-one	1 SES	119	\$19,900	Cost of attendance	Woden, ACT	Nil
Yellow Edge	Global Leadership Practices	Leadership Program	Group	1 SES	60	\$16,600	Cost of attendance	Shanghai, China	Nil
ANSZOG	Leadership in times of crisis	Leadership Program	Group	1 SES	15	\$2,375	Cost of attendance	Perth, WA	Nil
Australian Institute of Police Management	Learner Development Series of Police Leadership Strategy	Leadership Program	Group and one-on-one	1 SES	127.5	\$16,104	Cost of attendance	Manly, NSW	Nil
SHL Australia Pty Ltd	Next Steps Leadership Development	Leadership Program	Group and one-on-one	14 EL2	31	\$9,444	Cost of attendance	DIAC premises	Nil
VT Coaching Pty Ltd.	Professional Coaching Services	Executive Coaching	One-on-one	14 EL2	21	\$11,865	Cost of attendance	DIAC premises	Nil
Nous Group	Professional Coaching Services	Executive Leadership	Group	14 EL2	32	\$43,410	Cost of attendance	Canberra, ACT	Nil