

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS
AUSTRALIAN FEDERAL POLICE

Question No. 136

Senator Ludwig asked the following question at the hearing on 18 November 2013:

In relation to executive coaching and/or other leadership training services purchased by the agency, please provide the following information from 7 September 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 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 incurred to use the location

The answer to the honourable senator's question is as follows:

1. \$164,208.80 – value for total spend, including GST. This figure is for corporate executive coaching and leadership training services purchased by the agency.
2. The total number of employees offered the service is 60 and their employment classification is Band 3, Band 4, Band 5, Band 6, Band 7, Band 8, Executive Level (EL), and Senior Executive Service (SES) 1, 2 and 3.
3. The number of employees who have utilised these services is as above. Study leave is not required for these programs as they are undertaken during business hours.

4.	4 a)	4 b)	4 c)	4 d)	4 e)	4 f)	5) a)	5 b)	5 c)	5 d)
Service provider	Name and nature of service	One-on-one/Group based?	The number of employees and classification	Total hours	Total amount spent	Description of fees	Location used	No of employees on each occasion	Number of hours	Location costs
Amanda Horne Pty Ltd	Executive Coaching	Group based	EL2 x 2 EL1 x 4	1.5 hrs	\$660.00	\$400 per hour	On site	Refer to 4c	Refer to 4d	N/A
Amanda Horne Pty Ltd	Executive Coaching	One-on-One	EL1 x 1	4.5 hrs	\$1,980.00	\$400 per hour	On site	Refer to 4c	Refer to 4d	N/A
Amanda Horne Pty Ltd			7 participants		\$2,640.00					
Australian Institute of Police management (AIPM)	Australia New Zealand Police Leadership Strategy (ANZPLS)	Group based	SES1 x 4 SES3 x 2	18 mths	\$64,568.07	Complete Package	AIPM premises	Refer to 4c	Refer to 4d	Included in package
Australian Institute of Police management (AIPM)	Police Executive Leadership Program (PELP)	Group based	SES1 x 2 EL2 x 4	2 wks	\$54,156.78	Complete Package	AIPM premises	Refer to 4c	Refer to 4d	Included in package
Australian Institute of Police management (AIPM)			14 participants		\$118,724.85					
Australian Public Service Commission (APSC)	Leading Australia's Future in the Asia-Pacific (LAFIA)	Group based	SES1 x 1	3 mths	\$21,000.00	Complete Package	APSC premises Thailand Vietnam	Refer to 4c	Refer to 4d	APSC fees Included in package, awaiting invoice for

										international travel component
Effective People Ltd Pty	Executive Coaching	One-on-One	SES1 x 1	3 hrs	\$1,188.00	\$360 per hour	On site	Refer to 4c	Refer to 4d	N/A
Harvard Kennedy Business School		Group based	SES1 x 1	2 wks	\$10,833.95	Complete Package	Harvard School premises	Refer to 4c	Refer to 4d	N/A
Tempo Strategies Pty Ltd	Executive Coaching	Group based	SES x 1 EL2 x 5 EL1 x 16 Band 6 x 3 Band 5 x 2 Band 4 x 6 Band 3 x 1	1 day	\$4,950.00	Complete Package	On site	Refer to 4c	Refer to 4d	N/A
Tempo Strategies Pty Ltd	Executive Coaching	One-on-One	SES2 x 1	6 hrs	\$4,242.00	\$707 per hour	On site	Refer to 4c	Refer to 4d	N/A
Tempo Strategies Pty Ltd	Executive Coaching	One-on-One	SES1 x 1	1 hr	\$630.00	\$630 per hour	On site	Refer to 4c	Refer to 4d	N/A
Tempo Strategies Pty Ltd			36 participants		\$9,822.00					