

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
FAMILIES, HOUSING, COMMUNITY SERVICES AND
INDIGENOUS AFFAIRS PORTFOLIO
2012-13 Supplementary Estimates Hearings

Outcome Number: Cross Outcome - Across Programs **Question No:** 379

Topic: Executive Coaching and Leadership Training

Hansard Page: Written

Senator Boyce 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:

- 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:

In order to respond to the level of detail required in the Question on Notice, the Department and Portfolio Bodies would be required to allocate extensive resources to gather this information. However, information which is readily collated is provided below.

1. The total cost of these services from 1 July 2012 to 30 September 2012 for which information has been reported for the Department is \$106,905 (GST inclusive).
2. Figures for the number of employees offered and their classifications are not available.

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
FAMILIES, HOUSING, COMMUNITY SERVICES AND
INDIGENOUS AFFAIRS PORTFOLIO
2012-13 Supplementary Estimates Hearings

3. There were 79 employees utilising the services, their employment classifications are included in the table.
4. Names of service providers engaged are included in the table.

Information regarding portfolio bodies is at **Attachment B**.

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
FAMILIES, HOUSING, COMMUNITY SERVICES AND
INDIGENOUS AFFAIRS PORTFOLIO
2012-13 Supplementary Estimates Hearings

FaHCSIA participation on Executive Coaching and Leadership training is detailed in the following table.

Name of Service	Provider	Nature of Service	Group/ 1 on 1	Number of days/hrs (1 day = 7.5 hrs)	Attendees	Classification	Total Cost – course (GST inclusive)	Location
Winning That SES Job	Executive Intelligence Group (EIG)	Training	Group	1 day	6	EL2 & SESB1	\$12,650	EIG, Braddon ACT
Winning That SES Job	Executive Intelligence Group	Training	Group	1 day	5	EL2 & SESB1	\$12,650	EIG, Braddon ACT
Coaching Skills for Managers	Centre for Public Management Pty Ltd	Training	Group	2 days	21	EL2 & SESB1	\$21,311	
Manager Development Program	Yellow Edge	Training & Course Development	Group	2 days	20	APS6, EL1/2, SPAO	\$30,128	
Manager Development Program	Yellow Edge	Training	Group	3 days	19	APS6, EL1/2, SPAO	\$12,729	Yellow Edge, Barton, ACT
Leading and Managing Small Teams	APSC	Training	Group	3 days	1	APS6	\$3,410	
ANZSOG EMPA DPPP	ANZSOG	Training	Group	5 days	1	SESB1	\$3,456	
Community Development Building	Criterion	Conference	Group	2 days	1	EL1	\$3,266	Holiday Inn, Darwin, NT
EL1 Masterclass non-residential	APSC	Training	Group	3 days	1	EL1	\$3,410	Old Parliament House
Executive Level Transition - EL2	APSC	Training	Group	1 day	1	EL1	\$699	APSC, Aviation House, Woden, ACT

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
FAMILIES, HOUSING, COMMUNITY SERVICES AND
INDIGENOUS AFFAIRS PORTFOLIO
2012-13 Supplementary Estimates Hearings

Essentials for new team leaders	APSC	Training	Group	2 days	2	APS6	\$2,497	APSC, Aviation House, Woden, ACT
Influencing skills for executive levels	APSC	Training	Group	1 day	1	EL2	\$699	APSC, Aviation House, Woden, ACT
Totals					79		\$106,905	

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
FAMILIES, HOUSING, COMMUNITY SERVICES AND
INDIGENOUS AFFAIRS PORTFOLIO
2012-13 Supplementary Estimates Hearings

Portfolio Bodies

Attachment B

Portfolio Body	Name of Service	Provider	Nature of Service (leadership or Coaching)	Group/ 1 on 1	Number of days/hrs	Attendees (Number)	Classification	Total Cost – course (GST inclusive)	Location
Aboriginal Hostels Limited	Mentoring	McCarthy Mentoring	Coaching	1 on 1	3.5 hours	1	SES2	\$1,050.00	In-House
Anindilyakwa Land Council	Nil								
Australian Institute of Family Studies	Australian Government Leadership Network Conference	Australian Public Service Commission	Leadership	Group	2 days	1	SES Band 1	\$1,181.82	Melbourne
	APS Views	Australian Public Service Commission	Leadership	Group	1 day	2	Director SES Band 1	\$209.10	Canberra
Central Land Council	Nil								
Equal Opportunity for Women in the Workplace Agency	Executive Coaching	Yellow Edge	Coaching	1 on 1	6 hours	1	EL2	\$2,772.00	NSW

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
FAMILIES, HOUSING, COMMUNITY SERVICES AND
INDIGENOUS AFFAIRS PORTFOLIO
2012-13 Supplementary Estimates Hearings

Portfolio Body	Name of Service	Provider	Nature of Service (leadership or Coaching)	Group/ 1 on 1	Number of days/hrs	Attendees (Number)	Classification	Total Cost – course (GST inclusive)	Location
Indigenous Business Australia	For the Financial Year 2012-13 to date (as at 30 September 2012) IBA's expenditure on executive coaching was \$325. One provider, Trish Bergin Consulting, was engaged to provide one-on-one executive coaching. One SESB1 officer accessed this service during the reporting period. All coaching was conducted in Canberra, no costs were associated with location. IBA's data sets are not directly aligned to the additional requested data and to provide the additional level of detail requested in questions 379 and 380 will divert limited resources from the service delivery of client outcomes.								
Indigenous Land Corporation	Nil								
Northern Land Council	Nil response received								
Outback Stores	For the financial year to date, Outback Stores has not purchased any executive coaching and/or other leadership training services.								
Social Security Appeals Tribunal	Nil								
Tiwi Land Council	Nil								
Torres Strait Regional Authority	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	Group	2.5hrs	2	EL1	\$425.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	Group	2.25hrs	2	EL1	\$382.50	Thursday Island

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
FAMILIES, HOUSING, COMMUNITY SERVICES AND
INDIGENOUS AFFAIRS PORTFOLIO
2012-13 Supplementary Estimates Hearings

Portfolio Body	Name of Service	Provider	Nature of Service (leadership or Coaching)	Group/ 1 on 1	Number of days/hrs	Attendees (Number)	Classification	Total Cost – of course (GST inclusive)	Location
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	1hrs	1	EL1	\$170.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	Group	2hrs	2	APS5 & EL1	\$340.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	1hrs	2	APS5	\$170.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	Group	2hrs	4	APS5 – EL1	\$340.00	Thursday Island
Wreck Bay Aboriginal Community Council	No Executive coaching and / or other leadership training services purchased so far this financial year to date.								

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
FAMILIES, HOUSING, COMMUNITY SERVICES AND
INDIGENOUS AFFAIRS PORTFOLIO
2012-13 Supplementary Estimates Hearings