

Senate Community Affairs Committee

ANSWERS TO ESTIMATES QUESTIONS ON NOTICE

HEALTH AND AGEING PORTFOLIO

Budget Estimates 2013-14, 20 November 2013

Question: E13-056

OUTCOME: 0 - Whole of Portfolio

Topic: Executive Coaching and Leadership Training

Type of Question: Written Question on Notice

Senator: Ludwig

Question:

In relation to executive coaching and/or other leadership training services purchased by each department/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 form 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. Based on information provided by business areas, the total executive coaching and other leadership training costs for the Department of Health and its Agencies for the period 7 September to 31 October 2013 are provided in the table below.

Department / Portfolio Agency	Total spending (GST exclusive) 7 September 2013 to 31 October 2013
Department of Health and Ageing*, including the National Industrial Chemicals Notification and Assessment; Office of the Gene Technology Regulator; and the Therapeutic Goods Administration	\$36,360**
Aged Care Standards & Accreditation Agency Ltd***	nil
Australian Commission on Safety & Quality	nil
Australian Institute of Health and Welfare	nil
Australian National Preventive Health Agency	\$5,995
Australian Organ and Tissue Donation and Transplantation Authority	nil
Australian Radiation Protection and Nuclear Safety Agency	\$1,819
Australian Sports Anti-Doping Authority	\$3,000
Australian Sports Commission	\$24,948
Cancer Australia	nil
Food Standards Australia and New Zealand	nil
General Practice Education and Training	nil
Health Workforce Australia	nil
Independent Hospital Pricing Authority	nil
National Blood Authority	nil
National Health and Medical Research Council	nil
National Health Performance Authority	\$3,200
Private Health Insurance Administration Council	\$31
Private Health Insurance Ombudsman	nil
Professional Services Review	nil
TOTAL	\$75,353

* The Department of Health response includes the Divisions of Ageing and Aged Care, the Office of Aged Care Quality and Compliance and the Aged Care Commissioner. These entities became the responsibility of the Department of Social Services on 11 October 2013. To provide separate detail for the period 11 October 2013 to 31 October 2013 would involve an unreasonable diversion of resources which the department is not currently in a position to undertake.

**The Department of Health component of the total executive coaching and leadership training expenditure of \$36,360 has been summarised in three main expenditure categories in the table below.

Type of Training	Expenditure (GST exclusive)
Individual Coaching	\$8,950
Internal leadership Courses	\$0
External leadership courses	\$27,410
Total	\$36,360

*****Aged Care Standards & Accreditation Agency Ltd**

This Agency became the responsibility of the new Department of Social Services on 11 October 2013. For the purposes of this response, expenditure by this Agency is reported under the Department of Health and Ageing. To provide separate detail for the period 11 October 2013 to 31 October 2013 would involve an unreasonable diversion of resources which the Department is not currently in a position to undertake.

The Department is committed to providing executive coaching and leadership training for its staff to help achieve goals related to professional development and/or business performance. The Department centrally funds and manages a range of coaching and leadership training. This includes individual coaching, internal group leadership training and staff participation in external leadership courses through providers such as the Australian Public Service Commission or the Australian National University.

The coaching and training available has been utilised by officers from the Executive Level one to Senior Executive Service Band three levels. The time taken for these services varies from one hour executive coaching sessions through to external leadership training courses of several weeks.

The Department reinvigorated its approach to developing our management and leadership capability through commencement of a Middle Manager Development Program. This program focuses on providing executive level staff with practical tools and leadership skills to deliver the department's vision and strategy.

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To provide the further level of detail requested would involve an unreasonable diversion of resources which the Department is not currently in a position to undertake.