

## Senate Standing Committee on Education and Employment

### QUESTIONS ON NOTICE Additional Estimates 2015 - 2016

#### Cross Portfolio

Department of Employment Question No. EMSQ16-000350

Senator Ludwig provided in writing.

#### Question

##### Executive coaching and leadership training

Since the change of Prime Minister on 14 September, 2015:

Please provide the following information in relation to executive coaching and/or other leadership training services purchased by each department/agency:

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:
  1. The name and nature of the service purchased
  2. Whether the service is one-on-one or group based
  3. The number of employees who received the service and their employment classification
  4. The total number of hours involved for all employees (provide a breakdown for each employment classification)
  5. The total amount spent on the service
  6. 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:
  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
  6. In relation to education/executive coaching and/or other leadership training services paid for by the department what agreements are made with employees in regards to continuing employment after training has been completed?
7. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

#### Answer

Decisions and budgets for executive coaching, leadership training and study leave are largely devolved to line areas in the department and manually collating agency expenditure on these items would involve an unreasonable diversion of departmental resources.

The exception to this is a small number of corporate leadership programmes where attendees are selected from across the department and the costs are funded corporately.

The total expenditure on corporately funded training for the period 14 September 2015 to 11 February 2016 was \$169,923. For training provided outside Canberra, accommodation, meals and transfers were included in the programme cost. Air travel was in accordance with the departmental travel policy.

**Table 1**Leadership Training details from 14 September 2015 to 11 February 2016 Department of Employment

<b>Current Programmes</b>	<b>Location</b>	<b>Total Cost (GST incl)</b>	<b>Inclusive</b>	<b>Dates</b>	<b>Duration</b>	<b>External Provider</b>	<b>No. of participants</b>	<b>Class.</b>
<a href="#">Global Leadership Practices Programme - China</a>	Canberra + China residential	\$16,500.00	Accommodation, meals and transfers	14 Sep 2015	2 day seminar and 5 day international residential	Yellow Edge	1	SESB1
<a href="#">SES Band 1 Leadership Programme</a>	Canberra	\$20,000.00	NA	22 Sep 2015	7 days (over 6 months)	APSC	2	SESB1
<a href="#">SES Orientation</a>	Canberra	\$3,200.00	NA	23 Sep 2015	4 days (over 4 months)	APSC	1	SESB1
<a href="#">Macquarie Graduate School of Management</a>	Sydney	\$8,067.00	Accommodation, meals and transfers	29 Sep 2015	4 days	MGSM	1	SESB2
<a href="#">Career Development Assessment Centre (CDAC)</a>	Canberra	\$11,750.00	NA	12 Oct 2015	5 days	APSC	1	EL2
<a href="#">Global Leadership Practices Programme - India</a>	Canberra + India residential	\$9,900.00	Accommodation, meals and transfers	16 Nov 2015	2 day Seminar and 5 day international residential	Yellow Edge	1	SESB1
<a href="#">Executive Master of Public Administration (EMPA)</a>	East coast cities (rotational basis)	\$90,506.00	Accommodation and meals included during residential	Feb 2016	2 years - part time study	ANZSOG	2	EL2
<a href="#">EL2 Leadership Expansion Programme</a>	Canberra	\$10,000.00	NA	8 Feb 2016	6 days (over 3 months)	APSC	2	EL2

- Total investment in training programmes for 14 September 2015 – 11 February 2016 was \$169,923.00