

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
SUPPLEMENTARY BUDGET ESTIMATES 2013-2014

Finance Portfolio

Question reference number: F105

Senator: Ludwig

Topic: Executive coaching and leadership training

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 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 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:

Department / Agency	Response
Finance	For the period 7 September 2013 – 31 October 2013: 1. \$31,956.00

	<ol style="list-style-type: none"> 2. All Finance Staff APS1 – SES Band 3 3. 59 participants APS5 – 12 APS6 – 15 EL1 – 27 EL2 – 1 SES1 – 4 Nil study leave 4. Achieve Beyond Aligncorp Australian Public Service Commission Centre for Public Management Effective People Macquarie Graduate School of Management Yellow Edge <ol style="list-style-type: none"> a) Coaching Leadership programs b) Coaching: one-on-one Leadership programs: group based c) 59 participants APS5 – SES Band 1 d) Total: 440 hours APS5: 83.5 hours APS6: 106 hours EL1: 165 hours EL 2: 3 hours SES Band 1: 82.5 hours e) \$31,956.00 f) Coaching: hourly rate Leadership programs: complete package 5. <ol style="list-style-type: none"> a) Australian Public Service Commission arranged training facility Aitken Hill, Victoria b) Total: 4 participants SES1: 4 participants c) Total hours: 82.5 hours SES1: 82.5 hours d) Nil – included in overall program cost
AEC	<p>From 7 September 2013 to 31 October 2013:</p> <ol style="list-style-type: none"> 1. \$900.00 2. The service was offered to all AEC staff in leadership roles, this may include staff at the executive level or in higher level APS roles. 3. 1 x A/g SES and 1 x Executive Level 2 employee received this service. Nil study leave was used. 4. Yellow Edge Pty Ltd

	<ul style="list-style-type: none"> a) Executive Coaching b) One-on-one c) Two employees received this service, 1 x A/g SES and 1 x Executive Level 2. d) Two hours. One hour for each employment classification. e) \$900.00 f) Hourly rate <p>5.</p> <ul style="list-style-type: none"> a) Canberra b) One A/g SES and one Executive Level 2. c) Two hours. One hour for each employment classification. d) Nil
ComSuper	<ul style="list-style-type: none"> 1. Estimated at \$49,130. 2. All ComSuper staff at various employment classifications 3. Some 84 ComSuper employees have utilised these services at levels APS level 3 to SES. As this training was conducted as part of the learning program, no study leave was required or provided. 4. <ul style="list-style-type: none"> • Dare2excel • Major Training • ANZSOG • CPLI. i. <ul style="list-style-type: none"> a) <ul style="list-style-type: none"> • The 7 Habits of Highly Effective People Program (Dare2excel) • Leadership – Accountability (Dare2excel) • Contract Management – Major Training • Contract Management – CPLI • Women in Leadership – ANZSOG. b) All services were group based. c) Some 84 ComSuper employees have utilised these services at levels APS level 3 to SES. d) The total number of hours involved for all employees was approximately 1,761 hours. ComSuper declines to answer part of the question (provide a breakdown for each employment classification) as the extraction of the data would require an unreasonable diversion of resources to compile data. e) Estimated at \$49,130. f) Complete package. 5. <ul style="list-style-type: none"> a) University of Canberra, Crown Plaza Canberra, Stamford Plaza Melbourne. b) The number of employees who took part on each occasion was 15-32 in total. c) 1,761 hours. d) Costs incurred offsite were approximately \$1,300.00.
Commonwealth Superannuation Corporation	<ul style="list-style-type: none"> 1. \$1,300 2. 1 Senior Executive 3. 1 Senior Executive, no study leave is applicable

	<p>4.</p> <ul style="list-style-type: none"> a) The Open Door Coaching Group Pty Ltd, Executive Coaching b) One on one c) 1 Senior Executive d) 2 hours – Senior Executive e) \$1,300 f) Per hour <p>5. N/A on premises</p>
<p>Future Fund Management Agency</p>	<ul style="list-style-type: none"> 1. Nil 2. All employees at all levels are offered training in various in-house and external programs 3. No staff. 4. N/A. <p>For each service purchased from a provider listed under (4), please provide:</p> <ul style="list-style-type: none"> a) - f) N/A <p>5.</p> <ul style="list-style-type: none"> a) - d) N/A