

Senate Community Affairs Committee

ANSWERS TO ESTIMATES QUESTIONS ON NOTICE

HEALTH AND AGEING PORTFOLIO

Additional Estimates 13 & 15 February 2013

Question: E13-105

OUTCOME 0: Whole of Portfolio

Topic: Executive Coaching and Leadership Training

Type of Question: Written Question on Notice

Senator: Senator Boyce

Question:

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
5. The total number of hours involved for all employees (provide a breakdown for each employment classification)
 - d) The total amount spent on the service
 - e) 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:
 - i. The location used
6. The number of employees who took part on each occasion (provide a breakdown for each employment classification)
7. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 - ii. 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 Ageing, including Therapeutic Goods Administration Trust, National Industrial Chemical Notification and Assessment Scheme and Office of Gene Technology Regulator for this financial year to 31 January 2013 is \$221,135.

The centrally funded and managed component of the total executive coaching and leadership training expenditure of \$221,135 has been summarised in the table below.

Type of Training	Expenditure (GST exclusive)
Individual Coaching	\$18,885
Internal leadership Courses	\$29,325
External leadership courses	\$129,914
Total	\$178,125

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.

2-7.

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.