

Senate Community Affairs Committee

ANSWERS TO ESTIMATES QUESTIONS ON NOTICE

HEALTH PORTFOLIO

Additional Estimates 2015 - 2016, 10 February 2016

Ref No: SQ16-000127

OUTCOME: 0 - Whole of Portfolio

Topic: Executive Coaching and Leadership Training

Type of Question: Written Question on Notice

Senator: Ludwig, Joe

Question:

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:
 - 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
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:

1. Total expenditure on coaching and leadership training services for the Department of Health for the period 14 September 2015 to 10 February 2016 are provided in the table below.

Department	Total spending (GST exclusive) 14 September 2015 to 10 February 2016
Department of Health	\$127,472

The components of the executive coaching and leadership training services for the Department of Health has been summarised in the table below.

Type of Training	Expenditure (GST exclusive) 14 September 2015 to 10 February 2016
Leadership training for APS and Executive Level employees	\$102,465
Executive coaching for SES employees	\$25,007
Total	\$127,472

Coaching is conducted within the Department to achieve a range of objectives and has been utilised by employees from the Executive Level to the Senior Executive Service level. These sessions can vary from one hour executive coaching through to broader group based activities. Individual sessions coordinated for SES officers are noted above. Executive coaching for other employees occurs across the Department and are approved, coordinated and delivered in the local workplace. To provide details on these sessions would involve an unreasonable diversion of resources which the department is not currently in a position to undertake.

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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.

6. No formal agreements are made with employees in regards to continuing employment after training has been completed.
7. No graduate or post graduate study in executive coaching or leadership training has been undertaken.