

Senate Community Affairs Committee

ANSWERS TO ESTIMATES QUESTIONS ON NOTICE

HEALTH AND AGEING PORTFOLIO

Budget Estimates 2013-14, 5/6 & 7 June 2013

Question: E13-087

OUTCOME: 0 - Whole of Portfolio

Topic: Executive Coaching and Leadership Training

Type of Question: Written Question on Notice

Senator: Smith

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 and the Portfolio's Agencies for 2012-13 are:

Department	Total spending (GST exclusive) FYD 1 July 2012 to 31 May 2013
Department of Health and Ageing, including the Aged Care Commissioner; National Industrial Chemicals Notification and Assessment; Office of the Gene Technology Regulator; and the Therapeutic Goods Administration	\$454,774

Portfolio Agency	Total spending (GST exclusive) FYD 1 July 2012 to 31 May 2013
Aged Care Standards & Accreditation Agency Ltd	\$8,800
Australian Institute of Health and Welfare	\$12,050
Australian Radiation Protection and Nuclear Safety Agency	\$74,617*
Cancer Australia	\$22,550
Food Standards Australia and New Zealand	\$19,022
General Practice Education and Training	\$7,982
Health Workforce Australia	13,806
Independent Hospital Pricing Authority	\$3,182
National Blood Authority	\$4,265
National Health Funding Body	\$11,309
National Health Performance Authority	\$7,000
Private Health Insurance Administration Council	\$4,416
Private Health Insurance Ombudsman	\$1,500
Professional Services Review	\$5,854
* 57 staff participants	

Agencies that did not expend on coaching and leadership during the period were: Australia New Zealand Therapeutic Product Agency; Australian Commission on Safety and Quality in Healthcare; Australian National Preventive Health Agency; Australian Organ and Tissue Donation and Transplantation Authority; and National Health and Medical Research Council.

The Department of Health and Ageing's expenditure was in three main categories:

Type of Training	Expenditure (GST exclusive)
Individual Coaching	\$41,656
Internal leadership Courses	\$218,818
External leadership courses	\$194,300
Total	\$454,774

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 has been provided to officers from the Executive Level to Senior Executive Service. The time taken for these services varies from one hour executive coaching sessions through to external leadership training courses of several days.

The Department reinvigorated its approach to developing management and leadership capability through the commencement of a Middle Manager Development Program. Delivered between April and June 2013, it focused on providing Executive level staff with practical tools and leadership skills to deliver the department's vision and strategy.

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.