

## Senate Community Affairs Legislation Committee

### BUDGET ESTIMATES – 5-6 JUNE 2014 ANSWER TO QUESTION ON NOTICE

#### Department of Human Services

**Topic:** Executive Coaching and Leadership Training

**Question reference number:** HS 162

**Senator:** Ludwig

**Type of question:** Written

**Date set by the committee for the return of answer:** 25 July 2014

**Number of pages:** 3

#### **Question:**

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information from Additional Estimates in February 2014 to date:

- a) Total spending on these services.
- b) The number of employees offered these services and their employment classification.
- c) 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).
- d) The names of all service providers engaged.
- e) For each service purchased from a provider listed under (d), please provide:
  - i) the name and nature of the service purchased;
  - ii) whether the service is one-on-one or group based;
  - iii) the number of employees who received the service and their employment classification;
  - iv) the total number of hours involved for all employees (provide a breakdown for each employment classification);
  - v) the total amount spent on the service; and
  - vi) a description of the fees charged (i.e. per hour, complete package).
- f) Where a service was provided at any location other than the department or agency's own premises, please provide:
  - i) the location used;
  - ii) the number of employees who took part on each occasion (provide a breakdown for each employment classification);
  - iii) the total number of hours involved for all employees who took part (provide a breakdown for each employment classification); and
  - iv) any costs the department or agency's incurred to use the location.

- g) 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?
- h) For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

**Answer:**

- a) Total departmental expenditure on purchased executive coaching and leadership training from 1 March to 31 May 2014 was \$102,527.
- b) Leadership training and coaching programmes are available to all department executive level employees and senior executive service officers. Access is prioritised according to development needs agreed between the individual and their manager during formal performance management discussions or promotion/transfer to a new classification or function.
- c) The number of employees utilising leadership training programmes and executive coaching from 1 March to 31 May 2014 was 86.

A summary by programme type and classification level is provided below:

<b>Programme Type</b>	<b>Number utilising the services</b>	<b>Employee Classification</b>
Leadership training	85	Executive Level Officers
Executive coaching	1	Senior Executive Service
<b>TOTAL</b>	<b>86</b>	

Formal study leave was not accessed by senior executive service officers or executive level employees to attend purchased leadership training programs.

- d) The names of all service providers engaged to deliver leadership training and coaching services in the period 1 March to 31 May 2014 are listed below:

<b>Leadership Training</b>	Australian Public Service Commission (APSC) Bendelta Pty Ltd Nous Group Pty Ltd
<b>Executive Coaching</b>	Vantage Point Consulting Pty Ltd

- e) For each service purchased from a provider listed under (d):

<b>Leadership Training</b>	<ul style="list-style-type: none"> <li>i. APSC SES Band 1 Orientation – build leadership capability for newly appointed SES Band 1 officers</li> <li>EL2 Talent Development Program – build leadership capability for high performing EL2s</li> <li>Leading for Excellence Across DHS – leadership training targeted to EL</li> <li>ii. majority of employees utilising these services did so as part of a group</li> <li>iii. 86 EL employees (32 x EL2s and 53 x EL1s)</li> <li>iv. 1,414 (566 hrs x EL2 and 848 hours x EL1)</li> <li>v. \$101,715</li> <li>vi. Complete package rate basis.</li> </ul>
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<b>Executive Coaching</b>	<ul style="list-style-type: none"><li>i. Provision of coaching services.</li><li>ii. One-on-one service</li><li>iii. 1 SES employee</li><li>iv. 2 hours</li><li>v. \$812</li><li>vi. Hourly rate basis</li></ul>
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- f) There were no services provided at any location other than department or government premises.
- g) In relation to education/executive coaching and/or other leadership training services, there are no agreements made with employees to continue employment after training has been completed.
- h) The department does not currently record graduate or post graduate study leave. To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.