

Senate Community Affairs Committee

ANSWERS TO ESTIMATES QUESTIONS ON NOTICE

HEALTH PORTFOLIO

Budget Estimates 2013-14, 2/3 June 2014

Question: SQ14-000756

OUTCOME: 0 - Whole of Portfolio

Topic: Executive Coaching and Leadership Training

Type of Question: Written Question on Notice

Senator: Ludwig, Joe

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:

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) Based on information provided by business areas, the total executive coaching and other leadership training costs for the Department of Health and its Agencies for the period 26 February to 31 May 2014 are provided in the table below.

Department / Portfolio Agency	Total spending (GST exclusive) 26 February to 31 May 2014
Department of Health*, including the National Industrial Chemicals Notification and Assessment; Office of the Gene Technology Regulator; and the Therapeutic Goods Administration	\$70,136
Australian Commission on Safety & Quality in Health Care	Nil
Australian Institute of Health and Welfare	\$11,520
Australian National Preventive Health Agency	Nil
Australian Organ and Tissue Donation and Transplantation Authority	\$491
Australian Radiation Protection and Nuclear Safety Agency	\$3,369
Australian Sports Anti-Doping Authority	\$3,000
Australian Sports Commission	\$11,835
Cancer Australia	\$295
Food Standards Australia and New Zealand	\$2,820
General Practice Education and Training	\$2,400
Health Workforce Australia	\$9,449
Independent Hospital Pricing Authority	Nil
National Blood Authority	Nil
National Health and Medical Research Council	Nil
National Health Funding Body	Nil
National Health Performance Authority	\$3,200
Private Health Insurance Administration Council	Nil
Private Health Insurance Ombudsman	Nil
Professional Services Review	Nil

*The Department of Health component of the total executive coaching and leadership training expenditure of \$70,136 has been summarised in three main expenditure categories in the table below.

Type of Training	Expenditure (GST exclusive)
Individual Coaching	\$12,624
Internal leadership Courses	\$6,200
External leadership courses	\$51,312
Total	\$70,136

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 of several weeks.

2) – 5) To provide the further level of detail requested would involve an unreasonable diversion of departmental resources.

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.