

Senate Community Affairs Legislation Committee

SUPPLEMENTARY BUDGET ESTIMATES - 20 OCTOBER 2011 ANSWER TO QUESTION ON NOTICE

Department of Human Services

Topic: Executive Coaching and Leadership Training 2011-12

Question reference number: HSW 30

Senator: McKenzie

Type of question: Written

Date set by the committee for the return of answer: 9 December 2011

Number of pages: 3

Question:

- a) In relation to the purchase of executive coaching and/or other leadership training services purchased by each portfolio department and agency, please provide the following information 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.
 4. The names of all service providers engaged.
- b) For each service purchased from a provider listed under (4), please provide:
 1. The name and nature of the service purchased.
 2. Whether the service is one-on-one or group based.
 3. The number of employees who received the service and their employment classification.
 4. The total number of hours involved for all employees.
 5. The total amount spent on the service.
 6. A description of the fees charged (ie. per hour, complete package).
- c) Where a service was provided at any location other than the department or agency's own premises, please provide:
 1. The location used.
 2. The number of employees who took part on each occasion.
 3. The total number of hours involved for all employees who took part.
 4. Any costs the department or agency incurred to use the location.

Answer:

- a)
 1. \$304,935.00.
 2. Leadership development and coaching programs are generally available to all portfolio executive level employees (Executive Level 1, Executive Level 2, Senior Executive Service Bands 1, 2 and 3). Access is usually 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.

3. As at 30 September 2011:

Program	Number	Classification	Study leave per employee
Advanced Writing Skills Workshop	10	Executive Level ½	7 hrs
Executive Coaching	3	Executive Level 2	2-8 hrs
	3	Senior Executive Service Band 1	
Leading Australia's Future in the Pacific	1	Senior Executive Service Band 2	120 hrs
ANZSOG Executive Fellows Program	2	Senior Executive Service Band 2	80 hrs
Global Leadership Practices Program	2	Senior Executive Service Band 1	40 hrs
Career Development Assessment Centre	3	Executive Level 2	25.5 hrs
Leading across Boundaries	1	Senior Executive Service Band 2	24 hrs
New Leadership Horizons	4	Senior Executive Service Band 1	24 hrs
Transforming Leadership	8	Senior Executive Service Band 1	24 hrs
SES Orientation	7	Senior Executive Service Band 1	24 hrs
Cranlana Colloquia	3	Senior Executive Service Band 1	40 hrs

4.

Executive Learning and Development	Executive Coaching
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- b) 1. The executive coaching and leadership training services purchased by the Department of Human Services in financial year 2010-11 were for the design and development of leadership programs, for facilitation and program delivery services and for the provision of coaching services.
2. The majority of executives accessing these services did so as part of a group with the exception of coaching which was accessed as a one-on-one service.
3. The department has identified that 41 employees accessed leadership development programs and 6 accessed coaching services.
4. The total number of hours involved in leadership development and coaching was 1,004.
5. The total amount spent on the provision of coaching services was \$19,170.00.
6. The fees charged were a package rate.
- c) 1. To date the department has not procured any external venues for leadership development or coaching services.
2. No employees have taken part in executive leadership or coaching programs at external venues arranged by the department.

3. No hours of leadership development and coaching has been accessed by employees so far this financial year in external venues arranged by the department.
4. No additional venue costs have been incurred over and above package costs negotiated with contractors for leadership training.