

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Additional Estimates Hearings February 2016

Communications Portfolio

Department of Communications and the Arts

Question No: 166(a)

Program 1.1

Hansard Ref: Written, 19/02/2016

Topic: Executive coaching and leadership training

Senator Ludwig, Joe asked:

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 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
 - (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.

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Answer:

- 1-5. The Department does not disaggregate between educational expenses, study leave, coaching services or training and, therefore, the costs cannot be readily split. The total training and education expenses for the period 14 September 2015 to 31 January 2016 relating to staff training (both internal and external) and associated costs, seminars, conferences, coaching, but excluding study assistance was \$281,914.26 (GST excl).
6. The Department does not have any formal agreements with employees in relation to continuing employment after training has been completed.
7. The following number of staff are undertaking supported graduate or post graduate study:

Qualification	Number of employees supported
Master of Public Policy	2
Master of Business Administration	1
Master of Cyber Security	1
Master of Diplomacy	1
Doctor of Philosophy in Sociology	1
Master of Liberal Arts	1
Graduate Diploma in Legal Practice	1