

**Senate Standing Committee on Environment and Communications**

**Answers to Senate Estimates Questions on Notice**

**Budget Estimates Hearings May 2014**

**Communications Portfolio**

**Department of Communications**

**Question No: 685**

**Program No. Corporate**

**Hansard Ref: In Writing**

**Topic: Executive coaching and leadership training**

**Senator Ludwig asked:**

In relation to executive coaching and/or other leadership training services purchased by each Department/Agency, please provide the following information from 25 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?
5. 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)
6. Where a service was provided at any location other than the Department/Agencies 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
7. 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?
8. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

**Answer:**

- 1-6. 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 1 February 2014 to 30 April 2014 relating to staff training (both internal and external) and associated costs, seminars, conferences, coaching, but excluding study assistance was \$155,872.44 (GST excl).

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The Department conducted a range of in-house training programs over the period 1 February 2014 to 30 April 2014 covering: managing change, digital literacy, policy 101 and selection process workshops. A total of 441 staff attended these internal programs. Staff also attended conferences, seminars and professional skills training provided by external organisations.

7. The Department does not have any formal agreements with employees in regards to continuing employment after training has been completed.
8. The following number of staff are undertaking supported graduate or post graduate study:

<b>Qualification</b>	<b>Number of employees supported</b>
Graduate Diploma in Legal Practice	2
Graduate Diploma in Science (Cyber Security and Forensic Computing)	1
Master of Business Administration	1
Master of International Law	1
Master of Laws (Government and Commercial Law)	2
Master of Public Policy	2
Post Graduate Diploma Adult and Vocational Education	1