

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

26 February 2014

Question: AET 541-545

Topic: Executive coaching and leadership training (AOFM)

Written: 5 March 2014

Senator LUDWIG asked:

541. In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information from Supplementary Budget Estimates in November 2013 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
542. For each service purchased from a provider listed under (d), 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)
543. 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
544. 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?

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545. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answer:

541. In relation to executive coaching and/or other leadership training services purchased by AOFM from 25 November 2013 to 5 March 2014:

a. \$1,585.00

b. 32 employees comprising 10 APS6s, 14 EL1s, 7 EL2s and 1 SESB3

c. 2, 1 APS6 and 1 EL1. No study leave was granted.

d. Australian Public Service Commission, EnhanceHR Pty Ltd

542.

Provider	a	b	c	d	E	f
Australian Public Service Commission	Executive Level Transition - EL1 – leadership development	Group	1 APS 6	7.5	\$595	Complete package
EnhanceHR Pty Ltd	Executive coaching	One-on-one	1 EL1	3	\$990 (for three hours)	Per hour

543.

Service	a	b	c	d
Executive Level Transition - EL1	APSC training rooms – Aviation House, Woden, Canberra	1 APS6	APS6 – 7.5	No additional costs

544. None.

545. For graduate or post graduate study:

Approved Study Leave	Staffing Allocation	Degree or Program Title
2.4 days	1 APS5	Associate - Institute of Actuaries Australia