

**Senate Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Additional Estimates

2015 - 2016

**Department/Agency:** APRA  
**Question:** AET436-442  
**Topic:** Executive coaching and leadership training  
**Reference:** written - 19 February 2016  
**Senator:** Ludwig, Joe & Wong, Penny

**Question:**

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:

436. Total spending on these services
437. The number of employees offered these services and their employment classification
438. 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)
439. 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)
440. 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
441. 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?

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

**Answer:**

436. The total expenditure on the Australian Prudential Regulation Authority's (APRA's) executive coaching and/or other leadership training services during the period 14 September 2015 to 10 February 2016 was \$209,574.

437. – 438. APRA has had 82 managers participate in leadership training and/or executive coaching. The employment classification of participants in leadership training included Level 3 and Level 4 Managers, Level 5 Senior Managers, and General Managers. No study leave was granted for participation in executive coaching and/or other leadership training services.

439. a) –b) Service providers for executive coaching and leadership training during this period are:

- The Australia and New Zealand School of Government - leadership development program, group based;
- The Australian Graduate School of Management - leadership development program, group based;
- Peter Berry Consulting Pty Ltd - leadership development program, group based and one on one;
- Australian Institute of Management - leadership development program, group based;
- Sympatico Coaching Practice - leadership development program, group based and mentoring program and one on one;
- UGM Consulting Pty Ltd - leadership development programs, group based.

c) – f) APRA does not record the requested data in a way that would readily allow answers to be provided to these questions. To attempt to provide this level of detail would involve an unreasonable diversion of APRA's resources.

440. See response to 437. c) to f) above.

441. Not applicable.

442. No study leave was granted for participation in graduate or post graduate study that related to executive coaching and/or other leadership training services.