

**Senate Economics Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Supplementary Budget Estimates

2014 - 2015

**Department/Agency: APRA**

**Question: SBT1471-1477**

**Topic: Executive coaching and leadership training**

**Reference: written - 30 October 2014**

**Senator: Ludwig, Joe**

**Question:**

Since Budget Estimates in June, 2014\*:

Please provide the following information in relation to executive coaching and/or other leadership training services purchased by each department/agency:

1471. Total spending on these services
1472. The number of employees offered these services and their employment classification
1473. 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)
1474. 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)
1475. 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
1476. 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?
1477. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

\* period 2 June to 30 October 2014.

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**Answer:**

1471. The total expenditure on the Australian Prudential Regulation Authority's (APRA's) executive coaching and/or other leadership training services from 2 June to 30 October 2014 was \$89,300.
1472. - 1473. APRA has had 33 managers participate in leadership training and /or executive coaching. The employment classification of participants in leadership training included Level 4 Managers, Level 5 Senior Managers, General Managers and Executive General Managers. No study leave was granted for participation in executive coaching and/or other leadership training services.
1474. a) –b) Service providers for executive coaching and leadership training from 2 June to 30 October 2014 are:
- The Australia and New Zealand School of Government - leadership development program, group based;
  - Perry Berry Consulting Pty Ltd - leadership development program, group based and one on one;
  - Australian Institute of Management - leadership development program, group based;
  - Australian Customs and Border Protection Service - mentoring program, group based and one on one;
  - The Donington Group Pty Ltd - coaching services, one-on-one; and
  - 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 unreasonable diversion of APRA's resources.
1475. See response to 1474. c) to f) above.
1476. When staff leave APRA during the course of their studies, or within 12 months of the completion of the formal study program, and they received study support through the APRA Studies Support program for education/executive coaching and/or leadership training, they are required to repay studies support expenses incurred during that 12 month period.
1477. No study leave was granted for participation in executive coaching and/or other leadership training services.