

**Senate Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**Treasury Portfolio**  
Supplementary Budget Estimates  
2014 - 2015

**Department/Agency: PC**

**Question: SBT3663-3669**

**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:

- 3663. Total spending on these services
- 3664. The number of employees offered these services and their employment classification
- 3665. 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)
- 3666. 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)
- 3667. 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
- 3668. 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?
- 3669. 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:**

As at 30 October 2014:

3663. \$22,891 (ex GST).
3664. One SES Band 1 and one EL2.
3665. One SES Band 1 and one EL2. Due to the nature of these programs, staff do not need to access study leave to participate.
3666. Australian Public Service Commission
- (a) SES Band 1 Talent Development Program
  - (b) Mix of one-on-one and group based
  - (c) 1 x SES Band 1
  - (d) Approx 15 days over 6-8 months
  - (e) \$13,000 (ex GST)
  - (f) Complete package
- University of Melbourne / Melbourne Business School
- (a) Leadership Development Program
  - (b) Mix of one-on-one and group based
  - (c) 1 x EL2
  - (d) 5 days residential
  - (e) \$9,891 (ex GST)
  - (f) Complete package
3667. a) APSC Canberra (ACT); and Melbourne Business School Mt Eliza (Vic)
- b) 2 (1 x SES Band 1; and 1 x APS4 (EL2))
  - c) SES Band 1 – approximately 15 days; EL2 – 5 days
  - d) Nil
3668. None.
3669. In accordance with the Productivity Commission's Studies Assistance Policy, approval for study leave is limited to courses of study that directly relate to the work of the Commission. The Productivity Commission is unable to breakdown the details as the exercise would be an unreasonable diversion of resources.