

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2015 - 2016

Department/Agency: APRA
Question: SBT 889-895
Topic: Executive Coaching
Reference: written - 30 October 2015
Senator: Wong, Penny

Question:

Since 1 January 2015: Please provide the following information in relation to executive coaching and/or other leadership training services purchased by each department/agency:

889. Total spending on these services
890. The number of employees offered these services and their employment classification
891. 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)
892. 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)
893. 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
894. 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?
895. 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:

889. The total expenditure on the Australian Prudential Regulation Authority's (APRA's) executive coaching and/or other leadership training services from 1 January to 30 October 2015 was \$398,798.70.
890. – 891. APRA has had 102 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, and General Managers. No study leave was granted for participation in executive coaching and/or other leadership training services.
892. a) –b) Service providers for executive coaching and leadership training from 1 January to 30 October 2015 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;
 - 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;
 - 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.
893. See response to 892. c) to f) above.
894. In regards to APRA Studies Support program for education/executive coaching and/or leadership training, if an employee leaves APRA within 36 months of receiving a Studies Support Payment, they are required to repay APRA a percentage of financial assistance received in accordance with the following scale: 18 months at a 100 per cent repayment, 18-24 months at a 75 per cent repayment, 24-36 months at a 50 per cent repayment and more than 36 months there is nil repayment.
895. No study leave was granted for participation in graduate or post graduate study that related to executive coaching and/or other leadership training services.