

Senate Finance and Public Administration Legislation Committee
—Additional Estimates Hearing—February 2014

Answers to Questions on Notice

Parliamentary departments, Department of Parliamentary Services

Topic: **Executive coaching and leadership training**

Question: **188**

Written **Senator Ludwig**

Date set by the committee for the return of answer: 11 April 2014

1. 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
2. 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)
3. 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
4. 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?
5. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answer

1. For the period 1 October 2013 to 31 December 2013, purchase of executive coaching and/or other leadership training services was as follows.
 - a) \$6,402 (ex GST).
 - b) 176 staff in management and leadership roles are eligible for leadership skills development. The staff range in classification from Parliamentary Executive Level 1 (PEL1) to Senior Executive Service (SES).
 - c) 2 employees (SES Band 1) used these services during this period. These are standard courses offered in the APS and no study leave applies.
 - d) The service provider engaged was the Australian Public Service Commission (APSC)

2. Details for services provided by those listed under (d) above is as follows:

Service	Provider	Nature	1-on-1 or Group	No. of employees	Level	Total Hours	Total Cost \$ (ex-GST)	\$/hr or package
SES Orientation and Leadership	APSC	Leadership	Group	2	SES Band 1	45	6,402	package

3. The service identified in question 2 was provided at the APSC, Furzer St Woden, ACT.
4. The department does not require employees who have education/executive coaching or other leadership training services to continue employment after training is completed. Career development and leadership training is seen as a whole of service benefit.
5. The following study leave was approved for the period 1 October 2013 to 31 December 2013.

Classification	Field of Study
PSL2	Certificate III Library and Information Services
PSL6	Master of Public Policy
PSL5	Bachelor of Software Engineering
PSL6	Master of Laws (International Law)
PEL2	Postgraduate Certificate of Editing and Electronic Publishing
PSL123	Cert III Horticulture (Landscape Construction)
PSL6	Master of Networking and System Administration
PEL1	Bachelor of Management
PSL5	Graduate Certificate Networking and System Administration
PSL4	Certificate IV in Community Services work
PSL3	Bachelor of Arts (Security, Terrorism and Counterterrorism)
PSL3	Bachelor of Arts (Political Science and Philosophy)
PSL2	Bachelor of Accounting
PSL1/2	Bachelor of Arts (Security, Terrorism and Counterterrorism)