

**Question:** 12  
**Topic:** Executive coaching and leadership  
**Written:** 22 February 2016

**Senator LUDWIG asked:**

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:

1. Total spending on these services
2. The number of employees offered these services and their employment classification
3. 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)
4. The names of all service providers engaged For each service purchased form a provider listed under (4), please provide:
  1. The name and nature of the service purchased
  2. Whether the service is one-on-one or group based
  3. The number of employees who received the service and their employment classification
  4. The total number of hours involved for all employees (provide a breakdown for each employment classification)
  5. The total amount spent on the service
  6. A description of the fees charged (i.e. per hour, complete package)
5. Where a service was provided at any location other than the department or agency's own premises, please provide:
  1. The location used
  2. The number of employees who took part on each occasion (provide a breakdown for each employment classification)
  3. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
  4. Any costs the department or agency's incurred to use the location
6. 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?
7. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

**Answer:**

Since 14 September 2015 no executive coaching services have been provided to employees. Since 14 September 2015, one Australian Parliamentary Service Level 6 employee participated in a leadership training course at a cost to the department of \$595.

No study leave was granted as the employee was considered to be on duty while participating in this learning and development opportunity. This was a one-day, group-based workshop.

This leadership training course was provided by the Australia Public Service Commission at its Canberra training facility. There was no additional cost to the department as a result of the employee participating in training at this location.

**Department of the Senate****Supplementary Budget Estimates 2015  
Answers to questions on notice**

Professional development opportunities, including training of this nature, are offered to all employees as part of the department's performance management process and learning and development framework. Employees and their supervisor agree on annual learning and development objectives during formal six-monthly performance discussions.

No commitments are made with regard to future employment as a result of these discussions, however, it is expected that employees and supervisors consider both current operational requirements and career aspirations during learning and development discussions.

The following support for graduate and post-graduate studies has been provided since 14 September 2015.

<b>Classification</b>	<b>Degree</b>	<b>Hours granted</b>
APS 3	Bachelor of Politics, Philosophy and Economics	67 hours (two units)
APS 4	Master of National Security Policy	80 hours (three units)
APS 4	Juris Doctor	40 hours (one unit)
APS 4	Juris Doctor	40 hours (one unit)
APS 4	Master of Social Research	40 hours (one unit)
APS 6	Bachelor of Laws	40 hours (one unit)
PEL 1	Juris Doctor	80 hours (two units)