

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Budget Estimates 26 May-6 June 2014

Prime Minister and Cabinet Portfolio

Department/Agency: Department of the Prime Minister and Cabinet

Outcome/Program: 1.1 Prime Minister and Cabinet

Topic: Executive coaching and leadership training

Senator: Senator the Hon Joe Ludwig

Question reference number: 372

Type of Question: Written

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

Number of pages: 7

Question:

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information from Additional Estimates in February, 2014 to date:

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:
 - 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)
5. 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)

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Budget Estimates 26 May-6 June 2014

Prime Minister and Cabinet Portfolio

- 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
- 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:

- 1. \$57,392 from 1 March to 30 May 2014.
- 2. The career advisory service was offered to all employees and classifications. The leadership programmes were offered to staff with supervisory responsibilities (generally APS6-SES).
- 3. The number of employees who have utilised these services and their employment classification is detailed in Table A. Study leave is not accessed for leadership training or careers advisory services.
- 4. (a), (b), (c), (e) and (f) Detailed in Table A.
(d) The Department does not record leadership training and executive coaching data in a way that would readily allow an answer this this section to be provided. To attempt to provide this level of detail would be an unreasonable diversion of employee resources.
- 5. (a) and (b) Detailed (where possible) in Table A.
(c) The Department does not record leadership training and executive coaching data in a way that would readily allow answers to be provided. To attempt to provide this level of detail would be an unreasonable diversion of employee resources.
(d) Nil.
- 6. It is not usual practice within the Department to make agreements of this nature.

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Budget Estimates 26 May-6 June 2014

Prime Minister and Cabinet Portfolio

7. The degree titles for approved graduate or post graduate study during the last round of Study Assistance are listed at Table B. The Department does not record study leave data in a way that would readily allow staffing leave and allocation to be listed, to attempt to provide this level of detail would be an unreasonable diversion of departmental resources.

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Budget Estimates 26 May-6 June 2014

Prime Minister and Cabinet Portfolio

Table A: Executive Coaching and Leadership						
Service Provider	Title/Nature of Service	Classification	Number of employees	Location	One on One / Group based	Total amount spent
Career Advisory Service						
Yellow Edge	Executive Coaching	APS5, EL1-2	5 people (9 sessions)	*	One on one	\$3,350
Deborah May	Executive Coaching	APS5 & EL1	3 people (7 sessions)	*	One on one	\$2,800
Best Practice	Executive Coaching	APS6-EL2	3 people (9 sessions)	*	One on one	\$4,050
Centre for Public Management	Executive Coaching	EL1	1 person (1 session)	*	One on one	\$386
Effective People	Executive Coaching	APS6	1 person (1 session)	*	One on one	\$309
Interaction Consulting	Executive Coaching	APS5 – EL2	6 people (6 sessions)	*	One on one	\$2,970

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Budget Estimates 26 May-6 June 2014

Prime Minister and Cabinet Portfolio

Table A (continued): Executive Coaching and Leadership						
Service Provider	Title/Nature of Service	Classification	Number of employees	Location	One on One / Group based	Total amount spent
Leadership Development						
The Cranlana Programme	Leadership Development	SESB1	5	Barton ACT Melbourne VIC	Group based	\$24,750
YWCA of Canberra	Leadership Development	APS6-EL1	2	Barton ACT	Group based	\$1,378
Jawun	Leadership Development	EL2	1	West Kimberly NT	One on one	\$14,199
APSC	Leadership Development	SESB1	1	Woden ACT	Group based	\$3,200
					TOTAL	\$57,392

*Executive Coaching session locations are not recorded and they do not incur fees if held offsite.

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Budget Estimates 26 May-6 June 2014

Prime Minister and Cabinet Portfolio

Table B: Degree title for graduate or post graduate study
Masters of International Law
Masters in Legal Studies
Masters of Public Administration
Masters of Public Policy
Master of International and Community Development
Masters in Indigenous Policy
Masters of Economic and Regional Development
Masters in Business Administration
Masters in Strategy and Management
Masters of Applied Finance
Masters of Asia Pacific Studies
Masters of Clinical Epidemiology
Master of Cultural and Environmental Heritage
Masters of Criminology
Masters of Applied Anthropology and Participatory Development
Masters of Geographical Information Systems and Remote Sensing
Masters of Social Research
Masters of Social Science (Planning and Environment)
Masters in Forensic Science
Masters of Social Entrepreneurship
Masters of Climate Change
Masters of Internet Communications
Masters of Public Health
Masters of Science
Graduate Certificate in Economic Policy
Graduate Diploma Economics
Graduate Diploma Applied Corporate Governance
Table B (continued): Degree title for graduate or post graduate study

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Budget Estimates 26 May-6 June 2014

Prime Minister and Cabinet Portfolio

Graduate Diploma in Economic Policy
Graduate Diploma in Legal Practice
Graduate Diploma of Economics
Graduate Certificate in Educational Research
Graduate Certificate in Arts (Indigenous Studies)
Graduate Certificate in Social Impact
Graduate Certificate in Economic Policy
Graduate Diploma of Legal Practice
Certified Practising Accountant
Master of Juris Doctor