

# 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 - All Agency Indigenous Bodies

**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:** 6

**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)

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- 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:**

Responses for the Indigenous Affairs agencies within the Prime Minister and Cabinet portfolio are provided below:

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**Answers 1 to 5:**

Portfolio Agency	Name of Service	Provider	Nature of Service (leadership or Coaching)	Group/ 1 on 1	Number of days/hrs	Attendees (Number)	Classification	Total Cost – course (GST inclusive)	Location
<b>Aboriginal Hostels Limited</b>	Blue Gum executive Learning Group	Jeff Whalan Learning Group	Executive Coaching/Leadership	Group	6	1	SESB2	\$13,200	Melbourne, Brisbane & Sydney
<b>Anindilyakwa Land Council</b>	NIL.								
<b>Central Land Council</b>	Coach your team	Healthy Outlook	Leadership	Group	1 day	3	ASO 6 – SOG B	\$325	Alice Springs
	Frontline Leadership	Charles Darwin University	Leadership	Group	1 day	1	ASO 5	\$375	Alice Springs
	Team Accountability	Healthy Outlook	Leadership	Group	1 day	2	ASO 6 – SOG B	\$325	Alice Springs
	Mentoring Indigenous Trainees	GTNT	Leadership	Group	3 days	2	ASO5-ASO6	\$800	Alice Springs
	Leadership Coaching	Healthy Outlook	Leadership	1 on 1	20	3	SOG C-SOG A Elected positions	\$5,000	Alice Springs
	Leading Change	EASA	Leadership	Group	2 hours	5	ASO 6 – SOG B	Nil	Alice Springs

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<b>Indigenous Business Australia</b>	Leadership Development Program	John Robinson Consulting Services	Leadership	Group based	3 days	9 (plus 1 participant from another agency)	IBA level 5-7	\$27,581	Canberra
<b>Indigenous Land Corporation</b>	Conflict Cooperation	Gavan Podbury Consulting	Coaching	Group	1 day	3	EL1/EL2/Senior Executive Employee (SEE)	\$1,980	Adelaide Convention Centre, Adelaide
	Speakeasy Program	Inkling Women	Coaching	Group	2 days	1	EL2	\$1,650	Quay West Suites, Brisbane
<b>Northern Land Council</b>	NIL.								
<b>Outback Stores</b>	NIL.								
<b>Tiwi Land Council</b>	NIL.								
<b>Torres Strait Regional Authority</b>	Mentoring & Coaching	Ray Shatte – Arenelle Pty Ltd	Coaching	1 on 1	24.75 hours	21	APS 4, APS 5 APS 6, EL1	\$4906	Thursday Island
<b>Wreck Bay Aboriginal Community Council</b>	NIL.								

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**Answers: 6 and 7.**

<b>Portfolio Agency</b>	<b>Agreements for continuing employment after training completed</b>	<b>Graduate or Postgraduate Study – Staffing Allocation and Degree / Program</b>		
<b>Aboriginal Hostels Limited</b>	NIL.			
<b>Anindilyakwa Land Council</b>	NIL.			
<b>Central Land Council</b>	NIL.			
<b>Indigenous Business Australia</b>		<i>Degree Title</i>	<i>Leave</i>	<i>Staffing Allocation</i>
		CPA	Exam leave	1 x IBA 7
		Graduate Certificate in Management	Exam leave	1 x IBA 5
		Graduate Diploma in Economics	3.8 hours per week	1 x IBA 7
		Master of Professional Accounting	Exam leave	1 x IBA 6

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<b>Indigenous Corporation</b>	<b>Land</b>	Ongoing employment arrangements continue as per employment contracts (EL1, EL2 and SEE)	ILC3 Upper x 1 Professional Management Program (after completion able to complete Master's Degree) Approved study leave hours: as required Actual study leave taken: 22.5 hours over 13 weeks 28 Feb to 30 May 2014 Cost: nil
<b>Northern Land Council</b>		NIL.	
<b>Outback Stores</b>		NIL.	
<b>Tiwi Land Council</b>		NIL.	
<b>Torres Strait Authority</b>	<b>Regional</b>	NIL.	Study leave provided to attend examinations for the following courses of study: <ul style="list-style-type: none"> <li>• Masters of Business Administration - 4 hrs</li> <li>• Bachelor of Business - 4 hrs</li> <li>• Master of Fisheries Policy - 4 hrs</li> <li>• Masters of Public Administration - 4 hrs</li> </ul>
<b>Wreck Bay Aboriginal Community Council</b>		NIL.	