

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS
AUSTRALIAN FEDERAL POLICE

Question No. 255

Senator Ludwig asked the following question at the hearing on 24 February 2014:

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:

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 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)
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)
 - 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.

The answer to the honourable senator's question is as follows:

1. \$138,486.83 – value for total spend, including GST. This figure is for corporate executive coaching and leadership training services purchased by the agency. This includes the jurisdictional fee of \$34,034.41 to Australian Institute of Police Management (AIPM) for FY2014.
2. The total number of employees offered the service is 77 and their employment classification is Band 6, Band 7, Band 8(EL1), Executive Level (EL2), and Senior Executive Service (SES) 1 and 2.
3. The number of employees who have utilised these services is 40. These programs are undertaken during business hours therefore no study leave is provided.

Q 4-7 are addressed in the following table.

4.	4 a)	4 b)	4 c)	4 d)	4 e)	4 f)	5) a)	5 b)	5 c)	5 d)	6.	7.
Service provider	Name and nature of service	One-on-one/Group based?	The number of employees and classification	Total hours	Total amount spent	Description of fees	Location used	Number of employees on each occasion	Number of hours	Location costs	Agree to continue employment	Study Leave
Amanda Horne Pty Ltd	Executive Coaching	One-on-One	EL2 x 1	1 hr	\$440	\$440 per hour	On site	Refer to 4c	Refer to 4d	N/A	Nil	N/A
Australian Institute of Company Directors (AICD)	Company Directors Course	Group based	SES1 x 1	5 days	\$6,875	Course and Membership Fee	AICD premises	Refer to 4c	Refer to 4d	Included in package	Nil	N/A
Australian Institute of Police Management (AIPM)	Graduate Certificate of Applied Management (Policing & Emergency Services)	Group based	EL1 x 1 EL2 x 8	3 wks	\$86,260.06	Complete Package	AIPM premises	Refer to 4c	Refer to 4d	Included in package	Nil	Nil
Kokoda Foundation	Future Strategic Leaders Congress	Group based	Band 6 x 1 Band 7 x 3	3 days	\$1,364	Complete Package	Australian National University Kiola Coastal Campus	Refer to 4c	Refer to 4d	Included in package	Nil	N/A
Sage Thinking	Executive Leadership Conversations and Insights (ELLCI)	Group based	EL2 x 23	3 hrs	\$2,505	Facilitation fees	On site	Refer to 4c	Refer to 4d	\$423.00	Nil	N/A
Tempo Strategies	Executive Coaching	One-on-One	SES1 x 1	2 hrs	\$1,414	\$707 per hour	On site	Refer to 4c	Refer to 4d	N/A	Nil	N/A

Further note Re: Q7 – Graduate/ Post Graduate Study

The following table provides a breakdown of each approved study leave by staffing allocation for the period 18 November 2013 to 24 February 2014.

Study Leave is granted over a wide range of disciplines such as Law, Commerce, Criminology and is approved at National Manager level. Data for degree types for members below EL2 is not currently collected. A recently implemented centralised study assistance scheme from 1 January 2014 will enable future reporting on degree type/title at all levels.

Employee Classification	No. of Employees at Level	Degree	Total Days Study Leave
SES Band 1	1	PhD - Law and Sociology	25
EL 2	0	n/a	Nil
Band 8 (EL1)	5	n/a	31
Band 7	11	n/a	40
Band 6	7	n/a	56
Band 5	15	n/a	48
Band 4	26	n/a	97
Band 3	21	n/a	59
Band 2	2	n/a	2
Total	88		358 Days