

**SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS
ATTORNEY-GENERAL'S DEPARTMENT**

Corporate

Question No. 186

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:
 - i. The name and nature of the service purchased
 - ii. Whether the service is one-on-one or group based
 - iii. The number of employees who received the service and their employment classification
 - iv. The total number of hours involved for all employees
(provide a breakdown for each employment classification)
 - vi. The total amount spent on the service
 - vi. 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:
 - i. The location used
 - ii. The number of employees who took part on each occasion (provide a breakdown for each employment classification)
 - iii. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 - iv. 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) Total spending on these services is \$110,347
- 2) The number of employees offered these services is 28, their employment classification is detailed in the table below.
- 3) Refer to 4 iii) in table below. Please note formal study leave is not applicable for these programs.

4)	4 i)	4 ii)	4 iii)	4 iv)	4 vi)	4 vi)	5) i)	5 ii)	5 iii)	5 iv)
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
Yellow Edge	Global Leadership Practices	Group based	1 x SES B1	60 hours	\$16,500	Complete package	Venues in China as part of Yellow Edge program arrangements	Refer to 4,iii)	Refer to 4,iv)	N/A
Jeff Whalan Learning Groups (JWLG)	Learning Group annual membership	Group based	3 x EL2 1 x SES B1 1 x SES B2 1 x A/g SES B3 (partial membership)	60 hours per participant. 255 hours in total.	\$52,250	Complete package	Venues in various capital cities as part of JWLG program arrangements	Refer to 4,iii)	Refer to 4,iv)	N/A
Yellow Edge	Executive Coaching	One-on-one	1 x SES B1 1 x EL1	4 hours	\$2,200	Complete package	Canberra	Refer to 4,iii)	Refer to 4,iv)	N/A
Executive Intelligence Group	EL2 - Where to from Here	Group based	2 x EL2	17 hours per person. 34 hours in total.	\$5,500	Complete package	Canberra	Refer to 4,iii)	Refer to 4,iv)	N/A

4)	4 i)	4 ii)	4 iii)	4 iv)	4 vi)	4 vi)	5) i)	5 ii)	5 iii)	5 iv)
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
Deborah Nanschild & Associates	Professional Coaching Services	One-on-one	1 x EL2	5.5 hours	\$4,215	Complete package	Canberra	Refer to 4,iii)	Refer to 4,iv)	N/A
Centre for Public Management	From Manager to Leader	Group based	2 x EL1	32 hours (4 days) per participant. 64 hours in total	\$9,360	Complete package	Bowral	Refer to 4,iii)	Refer to 4,iv)	N/A
Graham Kearns	Professional Coaching Services	One-on-one	2 x EL1 and 1 x APS 6	9.5 hours	\$2,585	Complete package	Canberra	Refer to 4,iii)	Refer to 4,iv)	N/A
Yellow Edge	Intensive Leadership Program	Group based	3 x SES B1 8 x EL2	22.5 hours (3 days) per participant. 247.5 hours in total	\$17,737	Complete package	Canberra	Refer to 4,iii)	Refer to 4,iv)	\$2,670

6) Unless there are extenuating circumstances, should an employee cease employment with the Department within 18 months of approval of a unit of study and not be moving to another APS agency, any studies assistance financial benefit the employee has received from the Department in the previous 18 months must be repaid to the Department as follows:

Employee ceases APS employment within 6 months of approval of a unit of study	100% of financial assistance to be reimbursed by the employee to the Department if financial assistance granted
Employee ceases APS employment within 12 months of approval of a unit of study	75% of costs to be reimbursed by the employee to the Department
Employee ceases APS employment within 18 months of approval of a unit of study	50% of costs to be reimbursed by the employee to the Department

In the case of redundancy, there is no requirement to repay the course fees.

7) 48 staff members were approved for study assistance in this period. The following is the list of programs for which study assistance was approved:

- Bachelor of Arts
- Bachelor of Business (Marketing)
- Bachelor of Commerce
- Bachelor of Communication in Public Relations
- Bachelor of Communications in Journalism
- Bachelor of Criminology
- Bachelor of Engineering in Network and Software Engineering
- Bachelor of Laws
- Certificate III in Accounts Administration
- Certificate IV in Professional Communication
- Certificate IV in Training and Assessment
- Diploma of Project Management
- Diploma of Government
- Graduate Diploma in Legal Practice (GDLP)
- Graduate Diploma of Museum Studies
- Honours - Policy and Political Science
- Master of Diplomacy/Master of Public Policy (International Policy)
- Master of Diplomatic Studies
- Master of Laws
- Master of Public Policy/Master of Diplomacy
- Masters Degree Course in Juris Doctor
- Masters in Public and International Law
- Masters of Business Administration
- Masters of National Security Policy
- Masters of Public Policy
- Principles of International Law and International Dispute Resolution