

QUESTION TAKEN ON NOTICE

BUDGET ESTIMATES – 26 – 27 MAY 2014

IMMIGRATION AND BORDER PROTECTION PORTFOLIO

(BE14/543) PROGRAMME – Internal Product

Senator Ludwig (Written) asked:

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)
 - 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. From 1 February to 31 May 2014 the portfolio spent \$381 544.50 on executive coaching and leadership training.

2-5.

Service Provider Engaged	Programme Title	Service Type	Number of Employees	Total Hours	Cost	Location
Australian Public Service Commission	SES Leadership Development	Group-based	4 x SES	242	\$40 000	Provider's premises
Yellow Edge	Leading Small Teams	Group-based	19 x APS	204.25	\$6 793	Own premises
John Robinson Consulting Services	Strategic Thinking	Group-based	40 x APS 1 x Legal Officer	861	\$10 863	Own premises
John Robinson Consulting Services	Strategic Leadership	Group-based	16 x EL 1 x Senior Legal Officer 11 x APS	392	\$6 782	Own premises
Australian Public Service Commission	EL1 Masterclass Residential	Group-based	2 x EL	138	\$7 800	Provider's premises
Monica Redden Consultancy	Coaching Ourselves	Group-based	8 x Senior Legal Officer 1 x Legal Officer 5 x EL 9 x APS	42	Paid prior to reporting period	Own premises
Mindtrek	360° Feedback Assessment and Coaching	Group-based	3 x SES 8 x EL	154	\$12 045	Own premises

AGS	Tough Conversations About Performance	Group-based	3 x EL	4.5	\$600	Provider's premises
Centre for Public Management (CPM)	Listen Respect Lead: Corporate Leadership and Management Program	Group-based	75 x CL1-3 (APS) 19 x CL4-5 (EL) 1 x SES	760	\$30,226.50	4 programs held at provider's premises 2 programs held at own premises
Customs and Border Protection in partnership with facilitator from Berrico Consulting	Leading People at the Frontline – Experienced Supervisors' Program: Corporate Leadership and Management Program	Group-based	19 x CL1-3 (APS)	456	\$12,450	Own premises
Centre for Public Management (CPM)	Building Management and Leadership: Corporate Leadership and Management Program	Group-based	18 x CL3 (APS) 19 x CL4 (EL)	888	\$113,410	Provider's premises

National Security College (NSC)	Executive leadership in the National Security community And Professional Development Sessions	Group-based	3 x CL3 (APS) 9 x CL4-5 (EL) 1 x SES	16 – 120 depending on program.	\$63, 025	Provider's premises
Australian Institute of Police Management	Graduate Certificate in Applied Management - Leadership and Management	Group-based	1 x CL5 (EL)	120	\$8,250	Provider's premises
Executive Leadership Australia	Executive Coaching and Leadership	One-on-one	1 x SES	2 hrs direct coaching tuition + numerous hours shared learning forums	\$1,800	Various locations used
EWK International	Enabling Transformational Leadership	One-on-one and group-based	10 x SES	55	\$67,500	Own premises

No additional expenses were incurred where external premises were used.

6. Nil.

7. The breakdown by degree or programme title is not recorded in the portfolio's systems and to provide this level of detail would be an unreasonable diversion of resources.