

**Rural and Regional Affairs and Transport Legislation Committee**

ANSWERS TO QUESTIONS ON NOTICE

Supplementary Budget Estimates November 2013

**Agriculture**

**Question:** 309

**Division/Agency:** People and Service Delivery Division

**Topic:** Executive Coaching and Leadership Training

**Proof Hansard page:** Written

**Senator LUDWIG asked:**

1. In relation to executive coaching and/or other leadership training services purchased by each department/agencies, please provide the following information from 7 September 2013 to date:

- a) 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 (ie 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

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- 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.

**Answer:**

1. The total spending on all executive coaching and/or other leadership training for the period 7 September to 31 October 2013 was \$152 489.25. The following table reflects the breakdown:

<b>Agency</b>	<b>Expenditure</b>
Department of Agriculture	\$98 432.25
Australian Fisheries Management Authority (AFMA)	\$1 785.00
Australian Pesticides & Veterinary Medicines Authority (APVMA)	\$52 272.00
Cotton Research & Development Corporation (CRDC)	\$0.00
Fisheries Research & Development Corporation (FRDC)	\$0.00
Grains Research & Development Corporation (GRDC)	\$0.00
Grape & Wine Research & Development Corporation (GWRDC)	\$0.00
Rural Industries Research & Development Corporation (RIRDC)	\$0.00
Wine Australia (WA)	\$0.00

**Note:** The Sugar Research & Development Corporation was closed on 30 September 2013.

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2. Executive coaching is available to executive level employees. Generally, leadership training is available to employees at the APS5 (or equivalent) and above classification.

3. 107 employees utilised these services. The following table represents their employment classification:

<b>Agency</b>	<b>APS5</b>	<b>APS6</b>	<b>EL1</b>	<b>EL2</b>	<b>SES1</b>	<b>SES2</b>	<b>SES3</b>	<b>Total utilised</b>
Dept. of Agriculture	0	0	8	13	31	16	0	68
AFMA	0	3	0	0	0	0	0	3
APVMA	0	0	3	26	7	0	0	36
CRDC	0	0	0	0	0	0	0	0
FRDC	0	0	0	0	0	0	0	0
GRDC	0	0	0	0	0	0	0	0
GWRDC	0	0	0	0	0	0	0	0
RIRDC	0	0	0	0	0	0	0	0
WA	0	0	0	0	0	0	0	0

Under the department's Studybank guidelines, study leave is not available for this class of training.

4. The names of all executive coaching and leadership training services providers are:

- Australian Public Service Commission
- Bull & Bear Special Assignments
- CEB SHL Talent Measurement
- Directions for Change
- Tempo Strategies
- Australian Institute of Company Directors.

4. a), b), c), d), e), and f) – please refer to **Attachment A**.

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5.

a) The following locations were used where a service was provided at a location other than the department's/agencies' own premises:

- Australian Federal Police Headquarters – Darwin NT
- Australian Public Service Commission, Woden ACT
- Australian War Memorial, Campbell ACT
- Federal Golf Course, Red Hill ACT
- The Boathouse by the Lake, Barton ACT.

b) One employee took part on each occasion.

c) The total number of hours involved for employees who took part in training at an external location was 93.5 hours. The following table reflects the breakdown by employment classification:

<b>Agency</b>	<b>APS5</b>	<b>APS6</b>	<b>EL1</b>	<b>EL2</b>	<b>SES1</b>	<b>SES2</b>	<b>SES3</b>	<b>Total</b>
Dept of Agriculture	0	0	0	53	3	15	0	71
AFMA	0	22.5	0	0	0	0	0	22.5
APVMA	0	0	0	0	0	0	0	0
CRDC	0	0	0	0	0	0	0	0
FRDC	0	0	0	0	0	0	0	0
GRDC	0	0	0	0	0	0	0	0
GWRDC	0	0	0	0	0	0	0	0
RIRDC	0	0	0	0	0	0	0	0
WA	0	0	0	0	0	0	0	0

d) There were no additional costs incurred to use these locations.

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Provider	Course	Nature		no. of participants	Employment classification						Hours by classification						per hour/ complete package	Total hours	Total cost (\$)
					APS5	APS6	EL1	EL2	SES1	SES2	APS5	APS6	EL1	EL2	SES1	SES2			
APSC	LAFIA Asia	leadership training course	group based	1						1						15	complete package	15	0*
Directions for Change	SES Development Program - coaching	executive coaching session	one-to-one	14						14						14	per hour	14	7042.00
Directions for Change	SES Development Program - coaching	executive coaching session	one-to-one	27					27						27		per hour	27	8784.00
APSC	Coaching and Developing others	leadership training course	group based	1				1							15		complete package	15	0**
APSC	Leadership Conversation Series	leadership training course	group based	1					1						1		complete package	1	115.00
APSC	Leadership Conversation Series	leadership training course	group based	1					1						2		complete package	2	115.00
Australian Institute for Company Directors	Company Director's Course	leadership training course	group based	1				1							38		complete package	38	6025.00
Bull&Bear Special Assignments	Executive Coaching	executive coaching session	one-to-one	1						1						5	per hour	5	1750.00
Bull&Bear Special Assignments	Executive Coaching	executive coaching session	one-to-one	1					1						5		per hour	5	1750.00
Bull&Bear Special Assignments	Executive Coaching	executive coaching session	one-to-one	1					1						6		per hour	6	2100.00
Bull&Bear Special Assignments	Diploma of Leadership Capability	leadership training course	group based	9			4	5					90	112.5			complete package	202.50	0*
Bull&Bear Special Assignments	Diploma of Leadership Capability	leadership training course	group based	9			4	5					90	112.5			complete package	202.50	70 200
Tempo Strategies	Executive Coaching	executive coaching session	one-to-one	1				1							1.5		complete package	1.5	551.25
APSC	EL 1 transition	leadership training course	group based	1		1							7.5				complete package	7.5	595.00
APSC	EL 1 transition	leadership training course	group based	1		1							7.5				complete package	7.5	595.00
APSC	EL 1 transition	leadership training course	group based	1		1							7.5				complete package	7.5	595.00
CEB SHL Talent Measurement	Customised leadership development program	leadership training course	group based	33			3	26	4				72	720	122		complete package	914	51,966.00
CEB SHL Talent Measurement	Customised leadership development program	leadership training course	one-to-one	3					3						3		complete package	3	306.00
<b>TOTAL</b>																			<b>152,489.25</b>

\*Expenditure incurred prior to 7 September 2013.

\*\*APSC pilot course. No cost incurred.