

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates 13-16 Feb 2012

Prime Minister and Cabinet Portfolio

Department/Agency: Department of the Prime Minister and Cabinet

Outcome/Program: 1.1.4 Support Services for Government Operations

Topic: Executive Coaching and Leadership Training

Senator: Senator Ryan

Question reference number: 105

Type of Question: Written

Date set by the committee for the return of answer: 30 March 2012

Number of pages: 3

Question:

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information for this financial year 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
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
- e) The total amount spent on the service
- f) A description of the fees charged (i.e. per hour, complete package)

Where a service was provided at any location other than the department or agency's own premises, please provide:

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- i. The location used
- ii. The number of employees who took part on each occasion
- iii. The total number of hours involved for all employees who took part
- iv. Any costs the department or agency's incurred to use the location

Answer:

1. The Department's spending on career coaching (including executive coaching) and leadership training services total \$188,290 for the FYTD (1 July 2011 – 31 January 2012).
2. A total of 1,050 employees were offered these services and their classification ranged from APS2 – SESB3.
3. A total of 67 employees utilised these services and their classification ranged from APS3 – SESB3.
4. The answers to questions 4, a-f and i-iv are detailed in Table 1.

Table 1 – Executive Coaching/Leadership Training Services 2011-2012

<i>Service Provider</i>	<i>Title/Nature of Service</i>	<i>Individual/Group</i>	<i>Recipients</i>	<i>Classification</i>	<i>Hours</i>	<i>Cost (Exc. GST)</i>	<i>Cost Description</i>	<i>Premises</i>	<i>Cost of Premises</i>
Australian and New Zealand School of Government (ANZSOG)	Executive Master of Public Administration (EMPA)	Group	1	EL2	336	\$ 39,996	Package	Various external National/International	NIL**
National Security College – Australian National University (ANU)	National Security Executive Level 2 Development Program	Group	2	EL2	456	\$ 30,000	Package	ANU	NIL**
	National Security Senior Executive Development Program	Group	1	SESB1	152	\$ 25,000	Package	ANU/International	NIL**
Australian Public Service Commission (APSC)	SES Orientation	Group	1	SESB1	72	\$ 2,272	Package	APSC	NIL**
	7th Global Leadership Program	Group	2	SESB1	128	\$ 30,000	Package	Canberra/International	NIL**
	Leading across boundaries	Group	1	SESB2	24	\$ 8,350	Package	NSW	NIL**
	Transforming Leadership	Group	2	SESB1	64	\$ 15,790	Package	NSW	NIL**
	Australian Government Leadership Network Conference	Group	4	AP5-EL2	8	\$ 3,090	Package	WA	NIL**
Adept Career Moves Pty Ltd	Career Coaching	Individual	53	APS3 - SESB3	93	\$ 33,792	Hourly rate	Various	NIL
Brendan Thomas Pigott									
Chandler Macleod Consultants Pty Ltd									
Deborah May Pty Ltd									
Effective People Pty Ltd									
Run to Work									
Hugh Watson Consulting Pty Ltd									
Interaction Consulting Group Pty Ltd									
Mitchell Personnel Solutions									
Right Management Consultants Pty Ltd									
Yellow Edge Pty Ltd									
			67			\$ 188,290			

* Sponsored places under Australian Government Funding commitment

** Total cost is inclusive of any associated venue costs