

**Senate Finance and Public Administration Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

Additional Estimates 24-28 February 2014

**Prime Minister and Cabinet Portfolio**

**Department/Agency:** Department of the Prime Minister and Cabinet

**Outcome/Program:** 1.1 Prime Minister and Cabinet

**Topic:** Executive coaching and leadership training

**Senator:** Senator the Hon Joe Ludwig

**Question reference number:** 181

**Type of Question:** Written

**Date set by the committee for the return of answer:** 21 March 2014

**Number of pages:** 4

**Question:**

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)

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- 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. The Department of the Prime Minister and Cabinet's (PM&C) spending on executive coaching and leadership training services totalled \$80,981.39 from 1 November 2013 to 28 February 2014.
- 2. All employees across all classification levels. The employee headcount was 2,481 as at 28 February 2014.
- 3. Staff ranging from APS3 to SES B3 classification levels accessed coaching and leadership training. PM&C does not record leadership training and executive coaching data in a way that would allow answers to the first and third parts of this question to be readily provided. To attempt to provide this level of detail would be an unreasonable diversion of departmental resources.
- 4-6. The answers to question 4, 4a, b and e are detailed in Table 1: Executive Coaching and Leadership Training. PM&C does not record leadership training and executive coaching data in a way that would readily allow answers to be provided to questions 4c, d, f, question 5 (including sub part questions) and question 6. To attempt to provide this level of detail would be an unreasonable diversion of departmental resources.
- 7. PM&C does not record study leave data in a way that would readily allow answers to be provided for this question. To attempt to provide this level of detail would be an unreasonable diversion of departmental resources.

<b>Table 1: Executive Coaching and Leadership Training</b>			
<b>Service Provider</b>	<b>Title/Nature of Service</b>	<b>Classification</b>	<b>Cost (Exc. GST)</b>
Adept Career Moves	Career Coaching	APS 3 – SESB 3	\$23,950.93
Australian Public Service Commission	(one on one)		

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Best Practice Consulting			
Centre for Public Management			
Deborah May Pty Ltd			
Effective People Pty Ltd			
Interaction Consulting			
Yellow Edge			
Australian and New Zealand School of Government	Leadership for Change Agents (group based)	APS 5 – EL 2	\$15,363.64
Australian Institute of Company Directors	Company Directors Course (group based)	SESB 2	\$6,145.00
Best Practice Consulting	Developing your Leadership Style (group based)	APS 3, APS 5, APS 6 & EL 1	\$2,000.00
Centre for Public Management	Leading Self (group based)	APS 6 – EL 2	\$12,745.00
Interaction Consulting	Leading Cultural Change (group based)	SESB 1 – SESB 3	\$981.82

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<b>Table 1: Continued</b>			
<b>Service Provider</b>	<b>Title/Nature of Service</b>	<b>Classification</b>	<b>Cost (Exc. GST)</b>
The Cranlana Programme	Symposium – Ethical Leadership: Navigating the Moral Landscape (group based)	APS 6 – EL2	\$19,795.00
<b>Total spend (Exc. GST)</b>			<b>\$80,981.39</b>