

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 - Indigenous Affairs All Agency

Senator: Senator the Hon Joe Ludwig

Question reference number: 181

Type of Question: Written

Date set by the committee for the return of answer: 11 April 2014

Number of pages: 12

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

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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
- 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:

Responses for the Indigenous Affairs agencies within the Prime Minister and Cabinet portfolio are provided below:

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Questions 1 to 4:

Portfolio Body	Name of Service	Provider	Nature of Service (leadership or Coaching)	Group/ 1 on 1	Number of days/hrs	Attendees (Number)	Classification	Total Cost – course (GST inclusive)	Location
Aboriginal Hostels Limited	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Anindilyakwa Land Council	Rise Up Program	Tanyah Nasir Consulting Services	Leadership and Coaching	Group based	5 days	6	Land Council members	\$65,900 (charged as complete package)	Groote Eylandt township
Central Land Council	Executive coaching	Healthy Outlook	Coaching	1 on 1	16 hours	2	SES 1 (1) Chairperson	\$1,600	Alice Springs

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Indigenous Business Australia	The total Indigenous Business Australia (IBA) spending in relation to executive coaching and other leadership training services from 18 November 2013 to 28 February 2014 was \$28,140.30 (GST inclusive).							
	For details of the executive coaching and other leadership training services purchased by IBA from 18 November 2013 to 28 February 2014, refer to the following table (note this includes services paid for in the nominated period, but delivered earlier):							
	Name of Service	Provider	Nature of Service (leadership or Coaching)	Group/1 on 1	Number of days/hrs	Attendees (Number)	Classification	Total Cost – course (GST inclusive)
Leadership Development Program	John Robinson Consulting Services	Leadership training	Group based	5 days	11 (plus 2 participants from other agencies)	IBA level 5-7 (APS 6 - EL2 equivalent)	\$25,480	Canberra
Leadership Seminar Series	John Robinson Consulting Services	Leadership training	Group based	2 hours	12	IBA level 6 – 7 (EL1-2 equivalent)	\$2,660	Canberra

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	Name of Service	Provider	Nature of Service (leadership or Coaching)	Group/ 1 on 1	Number of days/hrs	Attendees (Number)	Classification	Total Cost – course (GST inclusive)	Location
Indigenous Land Corporation	Executive Learning Group	Jeff Whalan Learning Group	Leadership	Group based	8 days	1	Senior Executive Employee (SEE)	\$9,790 complete package	NSW, VIC, QLD – see separate response to Question 5 below
	Leadership Development – Executive Coaching	Lee Hecht Harrison	Coaching	1 on 1	(unavailable)	1	EL1	\$2,475 complete package	Adelaide
Northern Land Council	Nil								

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Outback Stores Pty Ltd	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Tiwi Land Council	Information was not available at the time of preparing this information.								
Torres Strait Regional Authority	Name of Service	Provider	Nature of Service (leadership or Coaching)	Group/ 1 on 1	Number of days/hrs	Attendees (Number)	Classification	Total Cost – course (GST inclusive)	Location
	Mentoring & Coaching	Ray Shatte – Arenelle Pty Ltd	Coaching	1 on 1	25 minutes	1	APS5	\$75.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle Pty Ltd	Coaching	Group	1.25 hours	2	EL1 & APS6	\$255.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle Pty Ltd	Coaching	1 on 1	30 minutes	1	EL1	\$90.00	Thursday Island

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Mentoring & Coaching	Ray Shatte – Arenelle Pty Ltd	Coaching	1 on 1	15 minutes	1	APS6	\$45.00	Thursday Island
Mentoring & Coaching	Ray Shatte – Arenelle Pty Ltd	Coaching	1 on 1	45 minutes	1	APS6	\$135.00	Thursday Island
Mentoring & Coaching	Ray Shatte – Arenelle Pty Ltd	Coaching	Group	2.30 hours	2	EL1	\$450.00	Thursday Island
Mentoring & Coaching	Ray Shatte – Arenelle Pty Ltd	Coaching	Group	4 hours	3	APS5-EL1	\$720.00	Thursday Island
Mentoring & Coaching	Ray Shatte – Arenelle Pty Ltd	Coaching	1 on 1	45 minutes	1	APS5	\$135.00	Thursday Island
Mentoring & Coaching	Ray Shatte – Arenelle Pty Ltd	Coaching	Group	3 hours	3	APS6-EL1	\$540.0	Thursday Island

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	Mentoring & Coaching	Ray Shatte – Arenelle Pty Ltd	Coaching	1 on 1	1hrs	1	EL1	\$180.00	Thursday Island
Wreck Bay Aboriginal Community Council	Not applicable – no training services purchased during period.								

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Question 5:

Indigenous Land Corporation	a) Jeff Whalan Learning Group, Wollongong NSW, Williamstown VIC, Brisbane QLD, Manly NSW Lee Hecht Harrison – Adelaide. d) No costs.
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Question 6:

Aboriginal Hostels Limited	Nil
Anindilyakwa Land Council	Not applicable as training services provided to Land Council members as opposed to employees.
Central Land Council	Not applicable.
Indigenous Business Australia	Participation in the above mentioned leadership training services paid for by the IBA form part of the participant's performance agreement.
Indigenous Land Corporation	Ongoing employment arrangements continue as per employment contracts (SEE and EL1).
Northern Land Council	Not applicable.
Outback Stores Pty Ltd	Nil
Tiwi Land Council	Information was not available at the time of preparing this information.
Torres Strait Regional Authority	No agreements are in place.
Wreck Bay Aboriginal Community Council	Not applicable.

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Question 7: Graduate or post graduate study

Aboriginal Hostels Limited	Nil				
Anindilyakwa Land Council	Not applicable.				
Central Land Council	Not applicable.				
Indigenous Business Australia	Not applicable.				
Indigenous Land Corporation	Staffing allocation	Degree/program	Approved Study Leave Hours	Actual Study Leave Taken	Cost
	ILC 3 Upper x 1	Masters of Management	Up to 3 hours per week	7.5 hours	\$1,200
Northern Land Council	Not applicable.				
Outback Stores Pty Ltd	Nil				
Tiwi Land Council	Information was not available at the time of preparing this information.				
Torres Strait Regional Authority	Masters of Business Administration - EL1 (1FTE) 1.5 days.				
Wreck Bay Aboriginal Community Council	Not applicable.				

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