

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
BUDGET ESTIMATES (ADDITIONAL HEARINGS) 2013-2014

Prime Minister and Cabinet Portfolio

Department/Agency: Office of the Commonwealth Ombudsman

Outcome/Program:

Outcome 1. Fair and accountable administrative action by Australian Government agencies by investigating complaints, reviewing administrative action and inspecting statutory compliance by law enforcement agencies.

Topic: Executive Coaching and Leadership Training

Senator: Senator 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: 2

Question:

- (1) 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:
 - a. Total spending on these services
 - b. The number of employees offered these services and their employment classification
 - c. 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)
 - d. The names of all service providers engaged.

- (2) For each service purchased from a provider listed under (1d), 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. Description of the fees charged (i.e. per hour, complete package)

- (3) 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?
- (4) 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.
- (5) For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answer:

- (1) The Office has spent \$1,245 in total from Supplementary Budget Estimates in November 2013 to 28 February 2014. Two (2) SES Band 1 officers were offered and utilised these services. The service provider engaged was People & Strategy (ACT) Pty Ltd.
- (2) The Office purchased executive coaching services which were provided to the two (2) SES Band 1 officers in a group based setting. The coaching service was three (3) hours in duration and the total spend was \$1,245, charged at \$400 per hour basis. There was also an additional \$45 for a booklet.
- (3) Not applicable.
- (4) In relation to executive coaching and/or other leadership training services purchased by the Office, no agreements were made to the officers involved with respect to continuing employment after the training was completed.
- (5) The Office has provided one employee with access to study leave with up to 60 hours leave for the semester. The study is in relation to a graduate course in Commerce with a major and minor in professional accounting.