

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
BUDGET ESTIMATES 2011-2012

Finance and Deregulation Portfolio

Department/Agency: Department of Finance and Deregulation
Outcome/Program: General
Topic: Training Expenses

Senator: Fifield

Question reference number: F111

Type of question: Written

Date set by the committee for the return of answer: Friday, 8 July 2011

Number of pages: 5

Question:

In relation to the purchase of executive coaching and/or other leadership training services purchased by each portfolio department and agency, please provide the following information FYTD:

- 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 and their employment classification
- d) The names of all service providers engaged

For each service purchased from a provider listed under (d), please provide:

- e) The name and nature of the service purchased
- f) Whether the service is one-on-one or group based
- g) The number of employees who received the service and their employment classification
- h) The total number of hours involved for all employees
- i) The total amount spent on the service
- j) 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:

- 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:

Please see [Attachment A](#).

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Attachment A

In relation to the purchase of executive coaching and/or other leadership training services purchased by each portfolio department and agency, please provide the following information FYTD:						
a) Total spending on these services				\$627,138.41		
b) The number of employees offered these services and their employment classification				All Finance staff from APS1 to SES Band 3		
c) The number of employees who have utilised these services and their employment classification				115 (APS1 – SES Band 3)		
d) The names of all service providers engaged				The Australia and New Zealand School of Government (ANZSOG) The Australian Public Service Commission (APSC) Centre for Public Management (CPM) Cranlana Programme Deborah May Effective People Federal Executive Institute (USA) Harvard Business School (USA) Interaction Consulting The Leadership Consortium The Nous Group Yellow Edge		
For each service purchased from a provider listed under (d), please provide:						
	e) Name and nature of the service	f) One-on-one or group based	g) Number and classification of employees	h) Total hours for all employees	i) Total spend	j) Description of fees charged
ANZSOG	ANZSOG Toward Strategic Leadership (Training Program)	Group Based	1 x SES Band 1	240	\$18,000	Complete Package

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Attachment A

	e) Name and nature of the service	f) One-on-one or group based	g) Number and classification of employees	h) Total hours for all employees	i) Total spend	j) Description of fees charged
ANZSOG	ANZSOG Executive Masters in Public Administration (Training Program)	Group Based	1 x SES Band 1	252 (6 months of a 2 year program)	\$36,500	Complete Package
ANZSOG	ANZSOG Executive Fellows Program (Training Program)	Group Based	1 x SES Band 2	171	\$24,360	Complete Package
APSC	Career Development Assessment Centre (Training Program)	Group Based	5 x EL2	160	\$58,750	Complete Package
APSC	LAFIA Asia	Group Based	1 x SES Band 2	504	\$55,600	Complete Package
Centre for Public Management	Building Leadership in Finance (Training Program)	Group Based	22 x EL1	1210	\$49,701	Complete Package
Centre for Public Management	Leading and Managing in Finance (Training Program)	Group Based	15 x EL2	825	\$44,630	Complete Package
Cranlana Programme	Canberra Public Service Colloquium (Training Program)	Group Based	1 x SES Band 1 1 x SES Band 2	72	\$9,000	Complete Package
Deborah May	Coaching	One-on-one	1 x APS 5 1 x EL2 1 x SES Band 1	11	\$4,529	Hourly Rate

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Attachment A

	e) Name and nature of the service	f) One-on-one or group based	g) Number and classification of employees	h) Total hours for all employees	i) Total spend	j) Description of fees charged
Effective People	Coaching	One-on-one	1 x SES Band 1	4	\$1,904.60	Hourly Rate
Federal Executive Institute	Leadership for a Democratic Society (Training Program)	Group Based	5 x SES Band 1	3240	\$101,391	Complete Package
Harvard Business School	Harvard Advanced Management Program (Training Program)	Group Based	1 x SES Band 3	1296	\$65,486.54	Complete Package
Interaction Consulting	Coaching	One-on-one	1 x APS 3 1 x APS 4 1 x APS 5	11	\$3,912.72	Hourly Rate
The Leadership Consortium	The Influential Leader (Training Program)	Group Based	5 x EL1	545	\$40,500	Complete Package
The Leadership Consortium	The Effective Leader (Training program)	Group Based	1 x EL1	109	\$7,182	Complete Package
The Leadership Consortium	The Art of Resilience (Training Program)	Group Based	4 x SES Band 1	240	\$30,850	Complete Package
The Leadership Consortium	Senior Executive Program (Training Program)	Group Based	3 x SES Band 1	180	\$16,909	Complete Package
The Nous Group	Influencing and Negotiating in Finance (Training Program)	Group Based	13 x EL2	364	\$45,269	Complete Package

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Attachment A

	e) Name and nature of the service	f) One-on-one or group based	g) Number and classification of employees	h) Total hours for all employees	i) Total spend	j) Description of fees charged
Yellow Edge	Exploring Leadership (Training Program)	Group Based	1 x APS1 1 x APS2 10 x APS3 5 x APS4 4 x APS5	168	\$3,340	Complete Package
Yellow Edge	Executive Coaching	One-on-one	4 x APS5 1 x EL1 1x EL2 1x SES Band 1	37	\$9,323.27	Hourly rate
Where a service was provided at any location other than the department or agency's own premises, please provide: NB. These are the venues engaged by Finance for in-house leadership programs only.						
		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	
Centre for Public Management	Building Leadership in Finance (Training Program)	The Carrington Inn, Bungendore	22	1210	\$12,850	
Centre for Public Management	Leading and Managing in Finance (Training Program)	The Carrington Inn, Bungendore	15	825	\$10,482	
The Nous Group	Influencing and Negotiating in Finance (Training Program)	Kamberra Wine Company, Canberra	13	364	\$5,762	