

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

Finance and Deregulation Portfolio

Department/Agency: Department of Finance and Deregulation

Outcome/Program: General

Topic: Executive Coaching and Leadership Training

Senator: Ryan

Question reference number: F102

Type of question: Written

Date set by the committee for the return of answer: Friday, 12 July 2013

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 (provide a breakdown for each employment classification)
 4. The names of all service providers engaged
- i. 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)
- ii. 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.

Answer:

For the period 1 July 2012 – 30 April 2013:

1. \$230,874
 2. All Finance Staff: APS1 – SES Band 3
 3. 171 participants:
APS4: 6; APS5: 41; APS6: 22; EL1: 42; EL2: 42; SES1: 16; SES2: 2.
Nil study leave.
 4. Adept Career Moves Pty Ltd
Australian Public Service
Building Effectiveness Pty Ltd
Business Wide
Cranlana Program
Centre for Public Management
Communication Knowhow
Deborah May
Effective People
Interaction Group
Leadership Consortium
Results Consulting
Well Spoken
Wisdom
Workforce Strategies
Yellow Edge
- i.
- a) Executive coaching
Leadership programs
 - b) Executive coaching: One-on-one
Leadership programs: Group based
 - c) 171 participants: APS4 – SES Band 2
 - d) Total: 2,308 hours:
APS4: 45 hours; APS5: 284 hours; APS6: 163.5 hours; EL1: 577.5 hours;
EL2: 860 hours; SES Band 1: 126 hours; SES Band 2: 252 hours
 - e) \$230,874
 - f) Executive coaching: Hourly rate
Leadership programs: Complete package
- ii.
- a) Yuroke Hill, Victoria
Australian Public Service Commission training facilities
Old Parliament House
The Carrington Inn, Bungendore
Wisdom Learning training facilities
 - b) Sixty-nine participants: EL1: 18; EL2: 38; SES1: 12; SES2: 1

- c) Total hours – 1,628: EL1: 405 hours; EL2: 855 hours; SES1: 249 hours;
SES2: 119 hours
- d) Nil – included in overall program cost

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ANSWERS TO QUESTIONS ON NOTICE
BUDGET ESTIMATES 2013-2014

Finance and Deregulation Portfolio

Department/Agency: Australian Electoral Commission

Outcome/Program: General

Topic: Executive coaching and leadership training

Senator: Ryan

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- ii. 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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 - 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.

Answer:

From 1 July 2012 to 30 April 2013:

1. \$17,989
2. The service was offered to all AEC staff in leadership roles, this may include staff at the executive level or in higher level APS roles.
3. Five SES, eight Executive Level 2, one Executive Level 1, one APS 6, level employee received this service. Nil study leave was used
4. Yellow Edge Pty Ltd, Whon Pty Ltd

i)

- a) & b) Executive Coaching One-on-one
Coaching One-on-one
Executive Coaching Group based
- c) Three SES, seven Executive Level 2, one Executive Level 1, one APS 6, level employee received this service. Nil study leave was used
- d) This information is not readily available
- e) \$17,989
- f) Executive coaching Hourly rate
Coaching Hourly rate
Executive Coaching Complete package

ii)

- a) Ringwood, Victoria; Wollongong, NSW; Canberra; Brisbane; Melbourne
- b) Five SES, eight Executive Level 2, one Executive Level 1, one APS 6, level employee received this service.
- c) This information is not readily available
- d) Nil

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

Finance and Deregulation Portfolio

Department/Agency: ComSuper

Outcome/Program:

Topic: Executive Coaching and Leadership Training

Senator: Ryan

Question reference number: F102

Type of question: Written

Date set by the committee for the return of answer: Friday, 12 July 2013

Number of pages: 3

Question:

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 - f) A description of the fees charged (i.e. per hour, complete package)
- ii. 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.

Answer:

For the period 1 July 2012 – 30 April 2013:

1. \$74,610.
 2. All ComSuper staff at various employment classifications.
 3. 213 ComSuper employees have utilised these services at levels APS 4 to SES. As this training was conducted as part of the learning program, no study leave was provided.
Nil study leave.
 4.
 - Dare2excel
 - ITSMF Australia
 - Australian Public Service Commission
 - CPM.
- i.
- a)
 - The 7 Habits of Highly Effective People Program (Dare2excel)
 - Leadership – Accountability (Dare2excel)
 - Executive Level 2 Transition (Dare2excel)
 - LEADit 2012 (ITSMF Australia)
 - Executive Level 1 Leadership (Australian Public Service Commission)
 - Leading Small Teams (CPM).
 - b) All services were group based.
 - c) 213 ComSuper employees have utilised these services at levels APS 4 to SES.
 - d) The total number of hours involved for all employees was 2,088 hours. ComSuper declines to answer part of the question (provide a breakdown for each employment classification) as the extraction of the data would require an unreasonable diversion of resources to compile data ahead of the regular financial year reporting cycle.
 - e) \$74,610.
 - f) Complete package.

ii.

a. Canberra, ACT.

b. The number of employees who took part on each occasion was 15–20 in total.

ComSuper declines to answer part of the question (provide a breakdown for each employment classification) as the extraction of the data would require an unreasonable diversion of resources to compile data ahead of the regular financial year reporting cycle.

- c.
- APS Level 4 – 150 hours
 - APS Level 5 – 219.5 hours
 - APS Level 6 – 513 hours
 - Executive Level 1 – 912 hours
 - Executive Level 2 – 250.5 hours
 - SES Band 1 – 43 hours.
- d. \$17,368.

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ANSWERS TO QUESTIONS ON NOTICE
BUDGET ESTIMATES 2013-2014

Finance and Deregulation Portfolio

Department/Agency: Commonwealth Superannuation Corporation

Outcome/Program:

Topic: Executive coaching and leadership training

Senator: Ryan

Question reference number: F102

Type of question: Written

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Answer:

For the period 1 July 2012 – 30 April 2013 one leadership training service was purchased.

1. \$6775.00
2. 22 senior executives and senior managers
3. 1 (Senior Executive level); 5 days
4. Melbourne Business School
 - i.
 - a) Managerial Decision making
 - b) Group based
 - c) 1 (Senior Executive level)
 - d) 40 hours (Senior Executive level).
 - e) \$6775.00
 - f) Complete package (total cost of course, 5 days on campus, meals and accommodation).
 - ii.
N/A

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Finance and Deregulation Portfolio

Department/Agency: Future Fund Management Agency

Outcome/Program:

Topic: Executive coaching and leadership training

Senator: Ryan

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Answer:

For the period 1 July 2012 – 30 April 2013:

1. Euro 27,000
2. All employees at all levels are offered training in various in-house and external programs.
3. 1 SES employee. No study leave.
4. INSEAD

i)

- a) Transition to General Management
- b) Group Based
- c) One. SES
- d) 2x2 weeks
- e) As above
- f) Complete package

ii)

- a) INSEAD Campus, France
- b) One. SES
- c) As above
- d) None, other than travel