

**Senate Finance and Public Administration Legislation Committee
—Budget Estimates Hearing—May 2013**

Answers to Questions on Notice

Parliamentary departments, Department of Parliamentary Services

Topic: **Executive Coaching and Leadership Training**

Question: **137**

Written **Senator Ryan**

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

- a. 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.
- b. For each service purchased from a provider listed under (4), please provide:
 1. The name and nature of the service purchased
 2. Whether the service is one-on-one or group based
 3. The number of employees who received the service and their employment classification
 4. The total number of hours involved for all employees (provide a breakdown for each employment classification)
 5. The total amount spent on the service
 6. A description of the fees charged (i.e. per hour, complete package).
- c. Where a service was provided at any location other than the department or agency's own premises, please provide:
 1. The location used
 2. The number of employees who took part on each occasion (provide a breakdown for each employment classification)
 3. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 4. Any costs the department or agency's incurred to use the location

Answer

- a) For the period 1 July 2012 to 31 March 2013, purchase of executive coaching and/or other leadership training services was as follows.
 - i. The total spending on these services was \$51,203 (ex GST).
 - ii. A total of 160 staff in management and leadership roles are eligible for leadership skills development. The range of leadership development programs are identified in the DPS Corporate Learning Pathway. The staff participating in leadership development range in classification from Parliamentary Executive Level 1 (PEL1) to Senior Executive Service (SES).
 - iii. A total of 40 employees used these services in this period. The classification ranged from PEL1 to SES Band 1. The total number of hours involved for all employees was 268 hours. These are normal courses and no study leave applies.
 - iv. The names of the service providers engaged are as follows:
 - Australian Public Service Commission (APSC);
 - Centre for Public Management (CPM);
 - Davidson Trahaire Corpsych (DTC);
 - Effective People Pty Ltd (EP); and
 - Lander and Rogers (LR).

b) Details for services provided by those listed in (iv) above is as follows:

Service	Provider	Nature	1-on-1 or Group	No. of employees	Level	Total Hours	Total Cost \$ (ex-GST)	\$/hr or package
Appropriate Workplace Behaviour	LR	Leadership	Group	34	PEL2	153	26,421	package
Career Development Assessment Centre	APSC	Leadership and coaching	Group	1	PEL2	37.5	11,750	package
Career Coaching	EP	Individual coaching	1-on-1	2	PEL2	18	2,828	\$/ hr
Executive Coaching	DTC	Individual coaching	1-on-1	1	PEL1	7	1,312	\$/ hr
From Management to Leadership	CPM	Leadership and coaching	Group	1	PEL2	30	5,710	package
SES Orientation and Leadership	APSC	Leadership	Group	1	SES Band 1	22.5	3,182	package
TOTAL				40		268	51,203	

c) The following services were provided outside of DPS.

Service	Location	No. of employees	Level	Total Hours	Cost incurred to use location \$
Appropriate Workplace Behaviour	Rydges Capital Hill, ACT	34	PEL2	153	2,395
Career Development Assessment Centre	Tuggeranong Homestead, ACT	1	PEL2	37.5	Nil
From Management to Leadership	The Briars, Bowral	1	PEL2	30	Nil
SES Orientation and Leadership	Woden, ACT	1	SES Band 1	22.5	Nil
TOTAL		37		243	2,395