

**Senate Finance and Public Administration Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**ADDITIONAL BUDGET ESTIMATES 2013**

**Prime Minister and Cabinet Portfolio**

**Department/Agency:** Australian Public Service Commission

**Outcome/Program:** Cross Portfolio

**Topic:** Executive Coaching and Leadership Training

**Senator:** Ryan

**Question reference number:** 99

**Type of question:** Written

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

**Number of pages:** 2

**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

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
5. The total number of hours involved for all employees (provide a breakdown for each employment classification)
- d) The total amount spent on the service
- e) 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
  6. The number of employees who took part on each occasion (provide a breakdown for each employment classification)
  7. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
- ii. Any costs the department or agency's incurred to use the location

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**Answer:**

1. Total spending on executive coaching and/or other leadership training services in 2012-13 was \$36 001.
2. The number of employees offered these services was 45 and their employment classification was Executive Level 2.
3. The number of employees who utilised these services was 45, and their employment classification was Executive Level 2. No study leave was granted.
4. The names of service providers engaged were 'SHL' and 'Yellowedge.'

**For SHL:**

- a) The name of the service was 'Leader 360-degree feedback' and the nature of the service purchased was a 360-degree survey, reporting on survey results, and feedback to Commission and individuals.
- b) The service was group based.
- c) 45 Executive Level 2 employees received the service.
5. The total number of hours involved for all employees was 2 hours per person.
- a) The total amount spent on the service was \$33 342
- b) There was a single fee for a complete package of service.

**For Yellowedge:**

- a) The name of the service and its nature was Executive Coaching.
- b) The service was one-on-one.
- c) One Executive Level 2 employee received the service.
5. The total number of hours involved was seven hours.
- d) The total amount spent on the service was \$2,659
- e) Fees charged were \$495 per hour.

Where a service was provided at any location other than the department or agency's own premises, please provide:

- i. The locations used for Yellowedge was the vendor's premises.
6. One employee took part.
7. Six hours were involved at Yellowedge.
- ii. No costs were incurred to use the location.