

## **QUESTION TAKEN ON NOTICE**

**ADDITIONAL ESTIMATES HEARINGS: 11 February 2013**

IMMIGRATION AND CITIZENSHIP PORTFOLIO

**(AE13/0478) PROGRAM – Internal Product**

Senator Humphries (Written) asked:

Portfolio wide - 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 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).

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 (provide a breakdown for each employment classification) iii) The total number of hours involved for all employees who took part (provide a breakdown for each employment classification). iv) Any costs the department or agency's incurred to use the location

*Answer:*

**2012 -13 Financial Year to date (July – 31 January 2013)**

1. \$104,904 (including GST)
2. All SES are offered leadership training and executive coaching services. As at 31 January 2013, the department had a total of 125 SES (please note this includes acting and SES on leave). All employees can access leadership training and executive coaching on a needs basis through their performance and development agreements.
3. The number of employees who have utilised these services and their classification is as follows (study leave was not applicable):

<b>Classification</b>	<b>Number of employees</b>
SES	14
Total	14

4. a) –c) refer to the tables below.
5. d) – e) & i) refer to the tables below.
6. Refer to tables below.
7. ii) Refer to tables below.

<i>1 July 2012 – 31 January 2013</i>	
<b>Provider:</b>	<b>WHON Pty Ltd</b>
Nature of service provided	Executive Coaching
Offered as	One-on-one and Group
No. of Employees	1 x SES
Number of hours	12 months (equating to approximately 26 hours)
Total spend	\$13,200
Description of fees	Cost of sessions

<i>1 July 2012 – 31 January 2013</i>	
<b>Provider:</b>	<b>Australian Public Service Commission (APSC)</b>
Nature of service provided	Leading Australia's Future in the Asia-Pacific (two programs)
Offered as	Group based study tour
No. of Employees	2 x SES
Number of hours	Total of 36 days (equating to approximately 269 hours)
Total spend	\$56,330
Description of fees	Fees for these programs include academic course work, a program of meetings with high-level government, business and community leaders, briefings from senior Australian and other diplomats, official receptions and in-country transport.

<i>1 July 2012 – 31 January 2013</i>	
<b>Provider:</b>	<b>APSC (in collaboration with the Australian Government Leadership Network Victoria)</b>
Nature of service provided	Leadership conference
Offered as	Group based workshop
No. of Employees	1 x SES
Number of hours	2 days (equating to approximately 15 hours)
Total spend	\$1,400
Description of fees	Cost of workshop

<i>1 July 2012 – 31 January 2013</i>	
<b>Provider:</b>	<b>VT Coach Pty Ltd</b>
Nature of service provided	Executive Coaching
Offered as	One-on-one
No. of Employees	2 x SES
Number of hours	10 hours approximately
Total spend	\$5,440
Description of fees	Including intensive initial coaching session of two hours duration followed by five coaching sessions of at least one hour duration, research, email and phone support as required.

<i>1 July 2012 – 31 January 2013</i>	
<b>Provider:</b>	<b>Centre for Public Management</b>
Nature of service provided	Executive Coaching
Offered as	One-on-one
No. of Employees	1 x SES
Number of hours	9
Total spend	\$3,465
Description of fees	Cost of sessions

<i>1 July 2012 – 31 January 2013</i>	
<b>Provider:</b>	<b>Amanda Horne Pty Ltd</b>
Nature of service provided	Executive Coaching
Offered as	One-on-one
No. of Employees	1 x SES
Number of hours	1 hour
Total spend	\$400
Description of fees	Cost of session

<i>1 July 2012 – 31 January 2013</i>	
<b>Provider:</b>	<b>Nous Group</b>
Nature of service provided	Executive Coaching
Offered as	One-on-one
No. of Employees	1 x SES
Number of hours	5 hours
Total spend	\$4,169
Description of fees	Cost of sessions

<i>1 July 2012 – 31 January 2013</i>	
<b>Provider:</b>	<b>Executive Central</b>
Nature of service provided	Executive Coaching
Offered as	One-on-one
No. of Employees	3 x SES
Number of hours	Regular coaching sessions (equating to approximately 32.5 hours)
Total spend	\$17,400
Description of fees	Cost of sessions and related assessment.

<i>1 July 2012 – 31 January 2013</i>	
<b>Provider:</b>	<b>ACT of Living</b>
Nature of service provided	Executive Coaching
Offered as	One-on-one
No. of Employees	1 x SES
Number of hours	4
Total spend	\$600
Description of fees	Cost of sessions