

## **QUESTION TAKEN ON NOTICE**

**BUDGET ESTIMATES HEARING: 22 May 2006**

IMMIGRATION AND MULTICULTURAL AFFAIRS PORTFOLIO

### **(5) Output: Internal Product**

Senator Kirk (L&C 27-29) asked

How much money are people getting for one-on-one training, how many people are having one-on-one training and who are they?

*Answer:*

In response to the recommendations of the Palmer and Comrie reports, as well as reports by the Commonwealth Ombudsman, DIMA has implemented a major change and improvement programme over the past 12 months. In committing to this change and improvement agenda, the Government has invested an additional \$780 million in new and redirected funding over the period 2005-06 to 2009-10. More than 70 projects have been implemented, which are designed to change and improve the culture, governance and performance of the Department. As part of the programme there has been a significant emphasis on leadership and management capability.

In these circumstances, the Secretary and other some senior staff have received occasional training, focusing on leadership and change management. Specifically, the Secretary has participated in three sessions, of one hour each, with the head of the Institute of Executive Coaching. The focus of these sessions has been to examine issues of organisational and cultural change, from both practical and academic perspectives, with an external person of wide-ranging knowledge and recognised expertise.

The sum of money expended on leadership coaching in the Department during the 2005-06 financial year is a total of \$10,360.73 (excluding travel expenses). The cost per hour of the leadership coaches has been as follows:

Secretary -- \$924.91 average per session for three sessions (excluding travel expenses)

First Assistant Secretary -- \$250 for one 1-hour session

Assistant Secretary (1) -- \$2475 for two x 2.5 hour sessions

Assistant Secretary (2) -- \$900 approx for a series of sessions over 9 months

Assistant Secretary (3) -- \$350 per hour x 9.5 hours (excluding travel expenses)

Assistant Secretary (4) -- \$386 for one 1-hour session

EL2 -- \$250 for one 1-hour session.

Information about the Executive Leadership Programme, which also has a one-on-one training component, is provided at Question 17.