

QUESTION TAKEN ON NOTICE

BUDGET ESTIMATES HEARING: 22 May 2006

IMMIGRATION AND MULTICULTURAL AFFAIRS PORTFOLIO

(7) Output: Internal Product

Senator Ludwig (L&C 30) asked:

Can you indicate whether or not those engaged to date are accredited or certified, whether or not there are confidentiality agreements in place, whether or not there are contracts – and, if there are contracts, whether or not they include confidentiality agreements. Also, could you make them available to the committee? Can you indicate what kinds of issues are coached – assertiveness, responsiveness and those types of issues or broader issues? How are people selected for the coaching?

Could you also tell whether or not there is any assessment as to whether the coaching is deemed to successful or unsuccessful and whether that is communicated to anyone else or to you, Mr Metcalfe as the person in charge.

Answer:

Coaches used are members of the International Coaching Federation or Registered Psychologists. One coach was drawn from the APSC panel and was contracted by Client Order Form and the coach was required to adhere to the panel contract provisions. The other coaches were single sourced by the business areas and no formal contract or confidentiality agreements are available. Coaching provided has been focused on professional and personal development, maximizing performance and staff management issues. One Assistant Secretary was encouraged to take up a coach by their manager, the other SES officers have self selected for the use of a coach.

There has not been any formal assessment of the coaching.