

QUESTION TAKEN ON NOTICE

BUDGET ESTIMATES HEARING: 22 May 2006

IMMIGRATION AND MULTICULTURAL AFFAIRS PORTFOLIO

(17) Output: Internal Product

Senator Ludwig asked:

The following question relate to the purchase of executive coaching and/or other leadership training services by the department/agency, broken down for the last four financial years.

Where available, please provide:

1. Total spending on these services
2. The number of employees offered these services and their salary level.
3. The number of employees who have utilized these services and their salary level.
4. The names of all service providers engaged
5. For each service purchased from a provider listed in the answer to the previous question, 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.
 - d. The total number of hours involved for all employees
 - e. The total amount spent on the service.
 - f. A Description of the fees charges (e.g. per hour, complete package)
 - g. Where a service was provided at any location other than the department or agency's own premise, please provide:
 - i. The location used.
 - ii. The number of employees who took part on each occasion
 - iii. The total number of hours involved for all employees who took part.

Answer:

For DIMA

There were no centrally coordinated leadership development programmes prior to the financial year 2005-06.

For 2005-06

Executive Leadership Programme

Data can only be collated from September 2005 as this was the commencement of the program.

1.	Total spending on ELP.	\$1 270 903.64
2.	The number of employees offered these services and	1421 (EL1, EL2, and equivalents)

	their salary level.	\$72 298 - \$97 684
3.	The number of employees who have utilised these services and their salary level.	497 \$72 298 - \$97 684
4.	The names of all service providers engaged.	Yellow Edge Performance Architects
5.	For each service purchased from a provider listed in the answer to the previous question, 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 this service d. The total number of hours involved for all employees. e. The total amount spent on the service. f. A description of the fees charged. g. Where a service was provided at any location other than the department, provide: ▪ Location ▪ Number of employees who took part on each occasion ▪ Total number of hours involved for all employees.	a. Yellow Edge Performance Architects – Consultancy services b. Group based c. 497 d. 17270 hours e. \$1 270 903.64 f. Facilitation and venue costs g. ▪ 19-23 Sept 2005 Goolabri (Sutton, ACT/NSW border) ▪ 10-14 Oct 2005 Goolabri ▪ 17-21 Oct 2005 Goolabri ▪ 31 Oct- 4 Nov 2005 Hotel Heritage (Narrabundah ACT) ▪ 7-11 Nov 2005 Eagle Hawk (Sutton) ▪ 14-18 Nov 2005 Eagle Hawk ▪ 21-25 Nov 2005 Eagle Hawk ▪ 28 Nov -2 Dec Belconnen Premier Inn ACT ▪ 5-9 Dec 2005 Goolabri ▪ 12-16 Dec 2005 Goolabri ▪ 19-23 June 2006 Citigate Sebel Sydney ▪ all other courses in Canberra were held at Goolabri ▪ 497 in total (25 programs) ▪ 17270 hours

Executive Coaching

1.	Total spending on Executive Coaching.	\$10,140.38
2.	The number of employees offered these services and their salary level.	Nil
3.	The number of employees who have utilised these services and their salary level.	7 Secretary - \$257 920 SESB1 - \$97 946 - \$150 000 SESB2 - \$145 000 - \$164 667 EL2 – \$72 298 – \$78 831
4.	The names of all service providers engaged.	(1) Liz Lennon from the “The Leader Factor” (2) Marilyn Hatton from “Choices” (3) Katherine Coster from “Pathways

		to Performance” (4) Lindy Bryant from Yellow Edge (5) Sue McDonald from Yellow Edge (6) John Matthews from Institute of Executive Coaching
5.	For each service purchased from a provider listed in the answer to the previous question, 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 this service d. The total number of hours involved for all employees. e. The total amount spent on the service. f. A description of the fees charged. g. Where a service was provided at any location other than the department, provide: ▪ Location ▪ Number of employees who took part on each occasion ▪ Total number of hours involved for all employees.	a. Coaching services b. One-on-one c. 7 d. 29.5 e. \$10,360.73 f. Coaching services g. Held at department

Answer for Migration Review Tribunal and Refugee Review Tribunal

Apart from an EL2 Management Workshop mentioned below, which contained a 'leadership training' component, no Member or officer of the Migration Review Tribunal or the Refugee Review Tribunal has received executive coaching and/or other leadership training services during the last four financial years.

1. \$9,354.50 paid to management workshop facilitator.
2. 8 officers. Levels: 1 x SESBand1 (\$131,210); 6 x EL2 (\$94,243); 1 x EL2 Principal Legal Officer (\$99,888).
3. Same as answer 2.
4. Palm Consulting Group.
5. a. Preparation and facilitation of the Tribunals' Management Workshop.
b. Group based.
c. 8.
d. 14 hours.
e. \$9,354.50.
f. Package.
g. (i) Manly Pacific Hotel
(ii) 8.
(iii) 14 hours.

Answer for Migration Agents Registration Authority

For the financial year 2002-03:

- 1) Nil.

For financial year 2003-04:

- 1) \$1,266.00
- 2) 1 employee was offered this service. The salary level was \$45,871.56 plus superannuation.
- 3) As above
- 4) Australian Institute of Management
- 5) Australian Institute of Management
- a) Course – “The New Supervisor”
- b) Group based
- c) 1
- d) 24 hours
- e) \$1,266.00
- f) Complete package price
- g) i) North Sydney
- ii) 1
- iii) 24 hours

For financial year 2004-05:

- 1) Nil.

For the financial year 2005-06:

- 1) Nil.