

QUESTION TAKEN ON NOTICE

SUPPLEMENTARY BUDGET ESTIMATES HEARING: 15 October 2012

IMMIGRATION AND CITIZENSHIP PORTFOLIO

(SE12/0162) PROGRAM – Internal Product

Senator Humphries (written) asked:

Portfolio wide - Executive Coaching and Leadership Training: In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information for 2011-12 and 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).

Answer:

2011-12 Financial Year

1. Total spending: \$276,561 (including GST).
2. All employees can access leadership training and Executive Coaching on a needs basis through their Performance Development Agreements.
3. The number of employees who have utilised these services and their classification is as follows (study leave was not applicable):

Classification	Number of employees
APS 5	3
APS 6	7
EL1	5
EL2	11
SES	92
Total	118

4. a) – f) refer to the tables below.

Next Step Program <i>2011-12 Financial Year</i>	
Provider:	Nous Group
Nature of service provided	Part 2 - Delivery of workshop and coaching for the <i>Next Step Program</i>
Offered as	Group based workshop (4 day) One on one coaching sessions (two x 1hr sessions)
No. of Employees	11 EL2 officers
Number of hours	54.5 hours training per officer 2 hours coaching per officer 56.5 hours total per officer 621.5 hours group total
Total spend	\$75,629
Description of fees	Cost of complete package

Pilot Workplace Coaching Program <i>2011-12 Financial year</i>	
Provider:	Right Management
Nature of service provided	Delivery of the Pilot Workplace Coaching and Train the Trainer Program
Offered as	Group based workshop
No. of Employees	15 officers (APS6 & EL1) attended the Pilot Coaching Program 11 officers (APS5 & EL1) attended the Train the Trainer component
Number of hours	9 hours per officer for the Pilot Coaching Program only (4 officers) 18 hours per officer for the Pilot and Train the Trainer component (11 officers). 234 hours group total
Total spend	\$13,450
Description of fees	Cost of complete package

<i>2011-12 Financial Year</i>	
Provider:	Australian Public Service Commission (APSC)
Nature of service provided	SES Band 2 Talent Development Program
Offered as	Group based workshop One on one coaching sessions
No. of Employees	1 x SES
Number of hours	The development program was run over the 2012 calendar year for 12 months including on the job components.
Total spend	\$22,598
Description of fees	Cost of complete package

<i>2011-12 Financial Year</i>	
Provider:	Australian Public Service Commission (APSC)
Nature of service provided	Leadership Mastery
Offered as	Group based workshop
No. of Employees	2 x SES
Number of hours	3 days per person (approx.45 hours)
Total spend	\$25,930 (\$12,965 per participant)
Description of fees	Cost of complete package

<i>2011-12 Financial Year</i>	
Provider:	Yellow Edge
Nature of service provided	Global Leadership Practices - China
Offered as	Group
No. of Employees	1 x SES
Number of hours	8 days (approx. 60 hours)
Total spend	\$16,500
Description of fees	Cost of complete package

<i>2011-12 Financial Year</i>	
Provider:	Cranlana
Nature of service provided	2012 APS Colloquium
Offered as	Group workshop
No. of Employees	1 x SES
Number of hours	5 days (approx. 37.5 hours)
Total spend	\$16,500
Description of fees	Cost of complete package

<i>2011-12 Financial year</i>	
Provider:	Executive Central
Nature of service provided	Delivery of 360 degree feedback and executive coaching
Offered as	One-on-one
No. of Employees	4 x SES
Number of hours	138
Total spend	\$28,325
Description of fees	Cost of complete package

<i>2011-12 Financial year</i>	
Provider:	Nous Group
Nature of service provided	Executive coaching and debriefing for 360 degree feedback
Offered as	One-on-one
No. of Employees	88 x SES
Number of hours	132 hours approx. of executive debriefing
Total spend	\$66,320
Description of fees	Cost of complete package

<i>2011-12 Financial year</i>	
Provider:	Australian Business Study Tour
Nature of service provided	Australian Business Leadership Study Tour
Offered as	Group tour
No. of Employees	1 x SES
Number of hours	5 days (approximately 37.5 hours)
Total spend	\$9,900
Description of fees	Cost of complete package

<i>2011-12 Financial year</i>	
Provider:	Institute of Executive Coaching
Nature of service provided	Executive Coaching Course
Offered as	Group workshop
No. of Employees	1 x SES
Number of hours	3 days (approximately 22.5 hours)
Total spend	\$3,000
Description of fees	Cost of complete package

2011-12 Financial Year (Migration Review Tribunal and Refugee Review Tribunal)

1. In 2011-12, the MRT-RRT spent a total of \$62,909 (including GST) on *executive coaching and/or other leadership training services*.
2. *A total of 39 employees took part in leadership training courses and 2 employees were provided with executive coaching.*
3. *The 39 employees comprised of 8 EL2, 29 EL1 and 2 SES employees. No study leave was granted as this was conducted in work time.*
4. a) – f) refer to the tables below.

<i>2011-12 Financial year</i>	
Provider:	Pro-Focus
Nature of service provided	Executive coaching
Offered as	One on one sessions
No. of Employees	2 (1 EL and 1 EL2)
Number of hours	8 hours
Total spend	\$2,145
Description of fees	Cost of complete package

<i>2011-12 Financial year</i>	
Provider:	Fast Meetings
Nature of service provided	Leadership development training
Offered as	Group based training
No. of Employees	36 EL and 2 SES staff
Number of hours	10 hours (over five months for each of two groups)
Total spend	\$20,684
Description of fees	Cost of complete package

<i>2011-12 Financial year</i>	
Provider:	Leadership Consortium
Nature of service provided	Leadership development
Offered as	Residential program
No. of Employees	1
Number of hours	37.5 hours
Total spend	\$7,920
Description of fees	Cost of complete package

<i>2011-12 Financial year</i>	
Provider:	Australian Public Service Commission
Nature of service provided	Leadership
Offered as	Residential group program
No. of Employees	4 EL1
Number of hours	22.5 hours
Total spend	\$17,160
Description of fees	Cost of complete package

No executive coaching or leadership training was provided to tribunal members.

2012 -13 Financial Year to date

1. \$98,818 (including GST).
2. All SES are offered leadership training and executive coaching services. As at the 30 September 2012 the department a total of 119 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 Agreements.

3. The number of employees who have utilised these services and their classification is as follows (study leave was not applicable):

Classification	Number of employees
SES	11
Total	11

4. a) – f) refer to the tables below

<i>2012-13 Financial Year (to date)</i>	
Provider:	Australian Public Service Commission (APSC)
Nature of service provided	Leading Australia's Future in the Asia-Pacific (Asia)
Offered as	Group based study tour
No. of Employees	1 x SES
Number of hours	21 days (157.5 hours approximately)
Total spend	\$30,580
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>2012-13 Financial Year (to date)</i>	
Provider:	Australian Public Service Commission (APSC)
Nature of service provided	Leading Australia's Future in the Asia-Pacific (Pacific)
Offered as	Group based study tour
No. of Employees	1 x SES
Number of hours	15 days (112.5 hours approximately)
Total spend	\$25,750
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>2012-13 Financial Year (to date)</i>	
Provider:	APSC (in collaboration with the Australian Government Leadership Network Victoria)
Nature of service provided	Leadership conference
Offered as	Group based workshop
No. of Employees	1 x SES
Number of hours	2 days (approximately 15 hours)
Total spend	\$1,400
Description of fees	Cost of workshop

<i>2012-13 Financial Year (to date)</i>	
Provider:	VT Coach Pty Ltd
Nature of service provided	Executive Coaching
Offered as	One-on-one
No. of Employees	1 x SES
Number of hours	7 hours approximately
Total spend	\$4,760
Description of fees	Including intensive initial coaching session of 2 hours duration followed by 5 coaching sessions of at least 1 hours duration, research, email and phone support as required.

<i>2012-13 Financial Year (to date)</i>	
Provider:	Amanda Horne Pty Ltd
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>2012-13 Financial Year (to date)</i>	
Provider:	Executive Central
Nature of service provided	Executive Coaching
Offered as	One-on-one
No. of Employees	1 x SES
Number of hours	6 month contract for fortnightly coaching sessions
Total spend	\$13,200
Description of fees	Cost of assessment and fortnightly coaching sessions.

<i>2012-13 Financial Year (to date)</i>	
Provider:	Nous Group
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>2012-13 Financial Year (to date)</i>	
Provider:	VT Coach Pty Ltd
Nature of service provided	Executive Coaching
Offered as	One-on-one
No. of Employees	1 x SES
Number of hours	3 hours
Total spend	\$680
Description of fees	Cost of sessions

<i>2012-13 Financial Year (to date)</i>	
Provider:	Executive Central
Nature of service provided	Executive Coaching
Offered as	One-on-one
No. of Employees	1 x SES
Number of hours	1 month contract for fortnightly coaching sessions
Total spend	\$1,200
Description of fees	Senior executive coaching

<i>2012-13 Financial Year (to date)</i>	
Provider:	ACT of Living
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

<i>2012-13 Financial Year (to date)</i>	
Provider:	Centre for Public Management
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

2012-13 (Migration Review Tribunal and Refugee Review Tribunal)

1. In 2012-13 to date, the MRT-RRT spent a total of \$6,800 (including GST) on *executive coaching and/or other leadership training services*.
2. One SES employee attended a 3 day senior executive forum residential program provided by the Leadership Consortium.
3. As above
4. a) – f) refer to the tables below

<i>2012-13 Financial year</i>	
Provider:	Leadership Consortium
Nature of service provided	Leadership
Offered as	Residential program
No. of Employees	1 SES
Number of hours	3 days
Total spend	\$6,800
Description of fees	Cost of program

No executive coaching or leadership training was provided to tribunal members.