

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

2015 - 2016

Department/Agency: ABS

Question: AET 408-414

Topic: Executive coaching and leadership training

Reference: written - 19 February 2016

Senator: Ludwig, Joe & Wong, Penny

Question:

Since the change of Prime Minister on 14 September, 2015:

Please provide the following information in relation to executive coaching and/or other leadership training services purchased by each department/agency:

408. Total spending on these services

409. The number of employees offered these services and their employment classification

410. 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)

411. The names of all service providers engaged For each service purchased form 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)

412. Where a service was provided at any location other than the department or agency's own premises, please provide:

a) The location used

b) The number of employees who took part on each occasion (provide a breakdown for each employment classification)

c) The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)

d) Any costs the department or agency's incurred to use the location

413. In relation to education/executive coaching and/or other leadership training services paid for by the department what agreements are made with employees in regards to continuing employment after training has been completed?

414. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answer:

Note: Answers AET 408-412 relate to both Executive Coaching and Leadership Training Services for this period 14 September 2015 - 19th February 2016

408-412:**Executive Coaching & Leadership Training****Executive Coaching**

- The total spend was \$26,339 for Executive Coaching
- Executive Coaching is available, on request, to all Executive and SES Level employees
- All EL & SES staff are able to access this service if it is part of their Development and Performance Agreement
- 16 employees took up this service: three Executive Level 1, ten Executive Level 2s and three SESB1. Study Leave is not offered for executive coaching.

Leadership Training

- The total spend was \$28,849 for Leadership Training
- Leadership Training was offered to selected Executive Level 1 employees
- There were a total of 16 employees offered this service all at Executive Level 1. Study Leave is not offered for Leadership Training

Executive Coaching				
Flanagan Brown-Greaves Pty Ltd	One-on-one	2 x EL1	4 hours	\$1,897.00
		4 x EL2	11 hours	\$4,742.00
		3 x SESB1	8 hours	\$4,013.00
NossitaB Consulting	One-on-one	1 x EL1	6 hours	\$2,500.00
		5 x EL2	30 hours	\$12,750.00
Interaction Consulting Pty Ltd	One-on-one	1 x EL2	1 hour	\$437.00
	All one-on-one	16 employees	60 hours (charged per hour)	\$26,339.00
Leadership Training				
Interaction Consulting Group	Three day program with additional one day recall	16 x EL1	32 hours	\$28,849.00

- Coaching Services and delivery of the Leadership Program were held on Agency premises

413. All relevant training is part of normal working conditions of service.

414. There were no requests for graduate or post graduate study leave for Executive Coaching or Leadership training during this period.