

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Additional Estimates Hearings February 2016

Communications Portfolio

Australia Council

Question No: 166(g)

Australia Council

Hansard Ref: Written, 19/02/2016

Topic: Executive coaching and leadership training

Senator Ludwig, Joe asked:

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:

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)
5. 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
6. 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?
7. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

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Answer:

1. \$17,200 excluding GST.
2. 21 employees:
 - 17 Australia Council band Individual Employment Agreement (IEA)
 - 1 x Australia Council Band 6
 - 3 x Australia Council Band 5.
3. As above. No study leave required for this purpose.
4. Corporate Edge
 - (a) Coaching services
 - (b) One-on-one
 - (c) 21 employees:
 - i. 17 x Australia Council band IEA
 - ii. 1 x Australia Council Band 6
 - iii. 3 x Australia Council Band 5.
 - (d)
 - i. 1 x Australia Council IEA at 2.5 hours each
 - ii. 11 x Australia Council IEA at 1.5 hours each
 - iii. 5 x Australia Council IEA at 1 hour each
 - iv. 1 x Australia Council Band 6 at 1 hour
 - v. 3 x Australia Council Band 5 at 1 hour each.
 - (e) \$17,200 excluding GST.
 - (f) Bulk coaching day rate (package).
5. All held on Australia Council premises.
6. None.
7. There was one day of study leave approved for an Australia Council Band 3 for a Master of Fine Arts – Cultural Leadership.