

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Additional Estimates Hearings May 2014

Communications Portfolio

NBN Co Limited

Question No: 357

Program No. NBN Co Limited

Hansard Ref: In Writing

Topic: Executive coaching and leadership training

Senator Ludwig asked:

In relation to executive coaching and/or other leadership training services purchased by each Department/Agency, please provide the following information from 25 February, 2014 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?
5. 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)
6. Where a service was provided at any location other than the Department/Agencies 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
7. 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?
8. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answer:

(1-8). The total costs for coaching and leadership over this period were \$192,873. This includes all coaching and leadership programs delivered during that time. To attempt to disaggregate particular items of expenditure across the company and levels of staff or to provide the level of detail requested would be an unreasonable diversion of resources. However, the majority of executive coaching and/or other leadership training services were conducted on NBN Co

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premises. In a small number of cases external facilities may have been used but this is not captured specifically for executive coaching and/or other leadership training services.

NBN Co policy provides that if an employee leaves NBN Co whilst undertaking a course for which they have been approved for reimbursement, they will not be eligible to claim any expenses for that course. If an employee is terminated by NBN Co for unsatisfactory performance or misconduct, they may be required to repay any monies that have been provided in the form of support of a Learning Activity. NBN Co may seek reimbursement from employees that leave within 12 months of completing a funded learning activity.

Study leave is only available for permanent staff. To attempt to disaggregate particular items of leave across the company and levels of staff or to provide the level of detail requested would be an unreasonable diversion of resources.