

**Senate Standing Committee on Economics**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Additional Estimates

26 February 2014

**Question: AET 400-404**

**Topic: Executive coaching and leadership training (ACCC)**

**Written: 5 March 2014**

**Senator LUDWIG asked:**

400. In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information from Supplementary Budget Estimates in November 2013 to date:
- Total spending on these services
  - The number of employees offered these services and their employment classification
  - 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)
  - The names of all service providers engaged
401. For each service purchased from a provider listed under (d), please provide:
- The name and nature of the service purchased
  - Whether the service is one-on-one or group based
  - The number of employees who received the service and their employment classification
  - The total number of hours involved for all employees  
(provide a breakdown for each employment classification)
  - The total amount spent on the service
  - A description of the fees charged (i.e. per hour, complete package)
402. Where a service was provided at any location other than the department or agency's own premises, please provide:
- The location used
  - The number of employees who took part on each occasion (provide a breakdown for each employment classification)
  - The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
  - Any costs the department or agency's incurred to use the location

## Senate Standing Committee on Economics

### ANSWERS TO QUESTIONS ON NOTICE

#### Treasury Portfolio

Additional Estimates

26 February 2014

403. 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?
404. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

**Answer:**

400. All information provided below is as at 5 March 2014.

a.	\$18,490
b.	All employees are able to attend leadership courses that are relevant to their classification.
c.	43 employees of a variety of classifications have received coaching or executive leadership training. No study leave was granted.
d.	<ul style="list-style-type: none"><li>• Allegany Consulting</li><li>• Australian Human Resources Institute</li><li>• Australian Public Service Commission</li><li>• Executive Leadership Australia</li><li>• ICMI</li><li>• Prime Time Training</li><li>• PWC</li><li>• Tempo Strategies</li></ul>

401.

<b>Allegany Consulting</b>	
a.	Coaching and consultancy on workplace issues
b.	One on one
c.	9 employees (2 EL 1, 3 EL 2, 2 SES Band 1, 2 SES Band 2)
d.	19.5 hours (2hr – EL 1, 7hrs - EL2, 3hrs - SES Band 1, 7.5hrs - SES Band 2)
e.	\$11,700
f.	Per hour

## Senate Standing Committee on Economics

### ANSWERS TO QUESTIONS ON NOTICE

#### Treasury Portfolio

Additional Estimates

26 February 2014

<b>Australian Human Resources Institute</b>	
a.	Managing in the digital workplace
b.	Group
c.	1 employee (EL 1)
d.	1 hour (EL 1)
e.	Nil
f.	Complete package

<b>Australian Public Service Commission</b>	
a.	State of the Service briefing, Strategic Thinking
b.	Group
c.	14 employees (2 APS 5, 1 APS 6, 5 EL 1, 3 EL 2, 2 SES Band 2, 1 SES Band 3)
d.	20.42 hours (8.42 hr – APS 5, 1 hr - APS 6, 5 hr – EL 1, 3 hr – EL2, 2 hr - SES Band 2, 1 hr – SES Band 3)
e.	\$595
f.	Complete package

<b>Executive Leadership Australia</b>	
a.	Coaching and consultancy on workplace issues
b.	One on one
c.	1 employee (EL 2)
d.	6 hours (EL2)
e.	\$2,136
f.	Complete Package

<b>ICMI</b>	
a.	Women in Leadership Showcase
b.	Group
c.	11 employees (1 APS 4, 1 APS 5, 3 APS 6, 5 EL 1, 1 EL 2)
d.	19.25 hours (1.75 hr - APS 4, 1.75 hr - APS 5, 5.25 hr - APS 6, 8.75 hr – EL1, 1.75 hr – EL 2)

**Senate Standing Committee on Economics**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Additional Estimates

26 February 2014

e.	Nil
f.	Complete Package

<b>Prime Time Training</b>	
a.	How to handle conflict
b.	Group
c.	1 employee (APS 5)
d.	2 hours (APS 5)
e.	Nil
f.	Complete package

<b>PWC</b>	
a.	5 things you need to know in 2014
b.	Group
c.	1 employee (EL 1)
d.	3.75 hours (EL 1)
e.	Nil
f.	Complete Package

<b>Tempo Strategies</b>	
a.	Coaching and consultancy on workplace issues
b.	One on one
c.	5 employees (1 APS 5, 1 EL 1, 1 EL 2, 2 SES Band 1)
d.	12 hours (APS5 – 4.15 hrs, EL1 – 1hrs, EL2 – 2hrs, SES Band 1 – 3hrs)
e.	\$4,059
f.	Per hour

402.

a.	APSC training venue – Woden ACT
b.	1 employee (APS 5)
c.	7.42 hours (APS 5)
d.	Included in course fee

**Senate Standing Committee on Economics**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Additional Estimates

26 February 2014

a.	Crown Casino – Melbourne (ICMI Women in Leadership Showcase)
b.	11 employees (1 APS 4, 1 APS 5, 3 APS 6, 5 EL 1, 1 EL 2)
c.	19.25 hours (1.75 hr - APS 4, 1.75 hr - APS 5, 5.25 hr - APS 6, 8.75 hr – EL1, 1.75 hr – EL 2)
d.	Included in course fee

a.	Cliftons Canberra (How to handle conflict)
b.	1 employee (APS 5)
c.	2.0 hours (APS 5)
d.	Included in course fee

a.	PWC Canberra Office (5 things you need to know in 2014)
b.	1 employees (EL 1)
c.	3.75 hours (EL 1)
d.	Included in course fee

403. There are no specific agreements made with employees concerning continuing employment after training has been completed.

404. There was no graduate or post graduate study undertaken in the areas of executive coaching or leadership training during this period.