

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

2015 - 2016

Department/Agency: ACCC

Question: AET 415-421

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:

415. Total spending on these services
416. The number of employees offered these services and their employment classification
417. 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)
418. 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)
419. 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
420. 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?
421. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answer:

415. \$28 388.36

416. All employees are offered the opportunity to attend leadership courses that are relevant to their classification.
417. 19 employees across a variety of classifications have received coaching or executive leadership training. No study leave was granted.
418. Names of Service providers engaged are set out below:
- Allegany Consulting
 - Amanda Horne
 - Business Wide Coaching and Consulting
 - Executive Leadership Australia
 - Lavender Strategies
 - Right Management
 - Stella Humphries

Allegany Consulting	
a.	Coaching
b.	One-on-one
c.	1 employee (EL2)
d.	7 hours (EL2)
e.	\$4389
f.	Per hour

Amanda Horne	
a.	Coaching
b.	One-on-one
c.	1 employee (APS 5)
d.	1 hour (APS 5)
e.	\$450
f.	Per hour

Business Wide Coaching and Consulting	
a.	Coaching
b.	One-on-one
c.	1 employee (EL2)
d.	3 hours (EL2)
e.	\$1350
f.	Per hour

Executive Leadership Australia	
a.	Coaching Services
b.	One-on-one
c.	1 employee (EL2)
d.	4.5 hours (EL2)
e.	\$1762.20
f.	Per hour

Lavender Strategies	
a.	Coaching
b.	One-on-one
c.	2 employees (EL2 and SES Band 1)
d.	8.5 hours (4.5 EL2 and 4 SES Band1)
e.	\$3366
f.	Per hour

Right Management	
a.	Leadership training for APS 4-6 staff
b.	Group
c.	12 employees (3 APS 4 , 6 APS 5 and 3 APS 6)
d.	228.96 hours (57.24 APS 4, 114.48 APS 5 and 57.24 APS 6)
e.	\$ 16 271.16
f.	Complete package

Stella Humphries	
a.	Coaching
b.	One-on-one
c.	1 employee (EL 1)
d.	4 hours (EL 1)
e.	\$800
f.	Per hour

419. No external venues were used during this period.
420. There are no specific agreements made with employees concerning continuing employment after training has been completed.
421. There was no graduate or post graduate study undertaken in the areas of executive coaching or leadership training during this period.