

**Senate Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**Treasury Portfolio**  
Budget Estimates 2014  
3 June to 5 June 2014

**Department/ Agency:** Treasury

**Question:** BET 1096-1100

**Topic:** Executive Coaching and Leadership Training

**Reference:** Written – 12 June 2014

**Senator:** Ludwig

**Question:**

1096. In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information from Additional Estimates in February, 2014 to date:
- a. Total spending on these services
  - b. The number of employees offered these services and their employment classification
  - c. 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)
  - d. The names of all service providers engaged
1097. For each service purchased from a provider listed under (1096d), 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)
1098. 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
1099. 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?
1100. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

**Senate Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**Treasury Portfolio**  
 Budget Estimates 2014  
 3 June to 5 June 2014

**Answer:**

1096.

- a. Total spending on executive coaching and leadership training services from 6 March – 12 June 2014 was \$45,465.00.
- b. During the period in question, executive coaching was available to all staff at the SES Band 1 – 3 classifications, and leadership training was available to staff at the EL2 – SES Band 3 classifications. Staff numbers at these classifications as at 1 June 2014 can be found in the following table:

SES Band 1-3	87
EL 2	141

- c. Please refer to the table at 2(a). Due to the nature of these programs, staff do not need to access study leave to participate.
- d. Please refer to the table at 2(a).

1097. a. Please refer to the table below:

<b>Provider</b>	<b>Service</b>	<b>Participants</b>	<b>Levels</b>	<b>Cost</b>	<b>Venue</b>
Deborah May Pty Ltd	Executive Coaching	1	SES Band 3	\$975.00 (1 session)	Treasury
Mortimore Allmand & Associates	Executive Coaching	1	SES Band 1	\$385.00 (1 session)	Treasury
Vantage Point Consulting	Executive Coaching	1	SES Band 3	\$1625.00 (2 sessions)	Treasury
Australian Public Service Commission	Two Leadership Seminars	1	SES Band 3	\$230.00	APSC
The Benevolent Society	One Leadership Seminar	Open to all SES	SES Band 1-3	\$5,400.00	Treasury
Deborah May Pty Ltd	Leadership training in Unrecognised Bias	42	1 X SES Band 2 6 X SES Band 1 35 X EL2	\$28,050.00 (multiple sessions)	Treasury
Deborah May Pty Ltd	Group coaching in Unrecognised Bias	37	1 X SES Band 2 5 X SES Band 1 31 X EL2	\$8,800.00 (multiple sessions)	Treasury

**Senate Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**Treasury Portfolio**  
Budget Estimates 2014  
3 June to 5 June 2014

- a. Executive coaching is a one on one arrangement, except where otherwise indicated in the table above. Leadership training is delivered to groups.
- b. Please see response at 1097(a).
- c. To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.
- d. Please see response at 1097(a).
- e. Fees for executive and group coaching are based on a per hour cost. Fees for leadership training are based on a complete package.

1098.

- a. Please see response at 1097(a).
- b. Please see response at 1097(a).
- c. To attempt to determine the total time commitment for each participant would involve an unreasonable diversion of departmental resources.
- d. No additional costs were incurred to use these locations in question.

1099. There is a return to service obligation for staff who receive financial assistance for formal study. There is no obligation for staff who receive executive coaching or leadership training to remain in the department.

1100. At 12 June 2014:

- There were 81 staff – from APS3 to Executive Level 2 classifications – receiving financial assistance to undertake graduate or post-graduate study on a part-time basis;
- There were eight staff – from APS 6 to SES Band 1 classifications – receiving financial assistance to undertake graduate or post-graduate study on a full-time basis; and
- There were eight staff – from APS5 to Executive Level 2 classifications – undertaking graduate or post-graduate study on a full-time basis without financial assistance from the department.

To provide further detail would involve an unreasonable diversion of departmental resources.