

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

Department/ Agency: Australian Competition and Consumer Commission

Question: BET 1428-1432

Topic: Executive Coaching and Leadership Training

Reference: Written - 12 June 2014

Senator: Ludwig

Question:

1428. 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
1429. For each service purchased from a provider listed under (1d), 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)
1430. 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
1431. 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?
1432. 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:

1428. All information provided below is as at 12 June 2014.

a.	\$14,506
b.	All employees are able to attend leadership courses that are relevant to their classification.
c.	13 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"> • Allegany Consulting • Australian Human Resources Institute • ANZSOG • Executive Leadership Australia • Maura Fay Group • Prime Time Training • Tempo Strategies

1429.

Allegany Consulting	
a.	Coaching and consultancy on workplace issues
b.	One on one
c.	4 employees (3 SES Band 1, 1 SES Band 2)
d.	12.5 hours (6.5hrs - SES Band 1, 6hrs - SES Band 2)
e.	\$7,500
f.	Per hour

Australian Human Resources Institute	
a.	The art of flexible working
b.	Group
c.	1 employee (EL 1)
d.	1 hour (EL 1)
e.	Nil
f.	Complete package

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ANZSOG	
a.	Executive Fellows Program Alumni Refresher
b.	Group
c.	1 employee (SES Band 1)
d.	1 day (SES Band 1)
e.	\$790
f.	Complete package

Executive Leadership Australia	
a.	Coaching and consultancy on workplace issues
b.	One on one
c.	1 employee (EL 2)
d.	3 hours (EL2)
e.	\$1,068
f.	Complete Package

Maura Fay Group	
a.	Critical Conversations snapshot
b.	Group
c.	1 employee (EL 1)
d.	1.5 hour (EL 1)
e.	Nil
f.	Complete package

Prime Time Training	
a.	How to handle conflict
b.	Group
c.	1 employee (APS 6)
d.	2 hours (APS 6)
e.	Nil
f.	Complete package

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Tempo Strategies	
a.	Coaching and consultancy on workplace issues
b.	One on one
c.	4 employees (2 EL 2, 2 SES Band 1)
d.	12 hours (7hrs - EL2, 5hrs - SES Band 1)
e.	\$5,148
f.	Per hour

1430.

a.	Cliftons Canberra (How to handle conflict)
b.	1 employee (APS 6)
c.	2.0 hours (APS 6)
d.	Included in course fee

a.	The Vibe Hotel (Critical Conversations snapshot)
b.	1 employee (EL1)
c.	1.5 hours (EL1)
d.	Included in course fee

a.	Woodward Conference Centre (Executive Fellows Program Alumni Refresher)
b.	1 employee (SES Band1)
c.	1.5 hours (SES Band 1)
d.	Included in course fee

1431. There are no specific agreements made with employees concerning continuing employment after training has been completed.

1432. There was no graduate or post graduate study undertaken in the areas of executive coaching or leadership training during this period.