

Department/ Agency: Australian Taxation Office

Question: BET 2092-2096

Topic: Executive Coaching and Leadership Training

Reference: Written - 12 June 2014

Senator: Ludwig

Question:

2092. 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:
- 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
2093. For each service purchased from a provider listed under (1d), 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)
2094. 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
2095. 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?
2096. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answer:

2092. From 26 February 2014 to 31 May 2014:
- The ATO spent \$1,163,393.17 (GST exclusive).

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b. The ATO made executive coaching available to 243 employees at the SES level. Other leadership training was made available to any ATO employee.

c. Executive coaching or other leadership training was utilised by 1,976 agency employees.

No study leave was granted for these services as they were conducted during work hours.

Number of employees who utilised executive coaching or other leadership training											
* NA = Not Assigned which refers to employees that have since left the ATO											
	Graduate	APS2	APS3	APS4	APS5	APS6	EL1	EL2	SES	NA	Total
Total	8	1	15	34	26	122	977	745	37	11	1,976

d. The agency engaged services from the following providers for executive coaching and other leadership training:

- Australian Council for Educational Research (ACER)
- Australian Institute of Company Directors
- Australian Public Service Commission (APSC)
- Comcare Australia
- Criterion Conferences Pty Ltd
- Directions for Change
- Effective People Pty Ltd
- Gartner Australasia Pty Ltd
- Institute of Chartered Accountants in Australia (ICAA)
- Institute of Executive Coaching and Leadership (IECL)
- Institute of Public Administration (IPAA)
- International Quality and Productivity Centre (IQPC)
- John Robinson Pty Ltd
- KONNECT Learning
- Lean Enterprise Australia Inc
- Liquid Learning Group Pty Ltd
- MGSM Limited
- Net Balance Foundation Ltd
- People & Strategy (ACT) Pty Ltd
- PEP Worldwide Pty Ltd
- Performance Dynamics
- People & Strategy (ACT) Pty Ltd
- Proteus Enterprises Pty Ltd
- Regional Heads' Forum - Q Dev
- Results Contracting
- Step Two Designs

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- Sustainability At Work Pty Ltd
- UX Events Pty Ltd
- Yellow Edge Pty Ltd.

2093. a-f.

One-on-one executive coaching was provided to four ATO employees at a cost of \$18,363.40 (GST exclusive). The ATO engaged services from the following providers for executive coaching:

- Institute of Executive Coaching and Leadership Australia Pty Ltd

Number of employees who utilised executive coaching and hours invested		
	SES	Total
Number of employees	4	4
Hours	8	8

Group sessions for Leadership training were provided to 1,972 agency employees at a cost of \$1,145,029.77 (GST exclusive).

The ATO engaged services from the following providers for other leadership training:

- Australian Council for Educational Research (ACER)
- Australian Institute of Company Directors
- Australian Public Service Commission (APSC)
- Comcare Australia
- Criterion Conferences Pty Ltd
- Directions for Change
- Effective People Pty Ltd
- Gartner Australasia Pty Ltd
- Institute of Chartered Accountants in Australia (ICAA)
- Institute of Public Administration (IPAA)
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- Proteus Enterprises Pty Ltd
- Regional Heads' Forum - Q Dev
- Results Contracting
- Step Two Designs
- Sustainability At Work Pty Ltd
- UX Events Pty Ltd
- Yellow Edge Pty Ltd

Number of employees who utilised other leadership training and hours invested											
* NA = Not Assigned which refers to employees that have since left the ATO											
	Graduate	APS2	APS3	APS4	APS5	APS6	EL1	EL2	SES	NA	Total
Number of employees	8	1	15	34	26	122	977	745	33	11	1,972
Hours	56	7	105	316	311	2,108	24,949.5	19,512	334.5	184	47,883

All executive coaching and other leadership training are charged on a complete package basis.

2094. a. Venues were located in a range of capital cities.
 b. and c. Refer to table below.

Number of employees who utilised executive coaching or other leadership training in locations outside of the ATO								
* NA = Not Assigned which refers to employees that have since left the ATO								
	APS4	APS5	APS6	EL1	EL2	SES	NA	Total
Number of employees	2	3	19	76	95	28	11	234
Hours	8	66	244	475.5	963	279.5	184	2,220

- d. Venue hire costs were included as part of the service provided and not an additional expense incurred by the agency.
2095. No agreements in relation to continuing employment are made with employees who attend coaching and training.

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2096. For executive coaching and leadership training, 37 agency employees use part-time study leave to undertake graduate or post graduate studies in 22 degrees.

Number of employees who used part-time study leave to undertake training in executive coaching or other leadership training related degrees	
Degree title	Number of employees
Bachelor of Applied Management	1
Bachelor of Business Human Resource Management	1
Bachelor of Business Law and Human Resource Management	1
Bachelor of Business, Marketing and Leadership Management	1
Bachelor of Commerce Management and Human Resources	1
Bachelor of Management	3
Bachelor of Management and Human Resource Management	1
Bachelor of Organisational Management	1
Bachelor of Public Administration	1
Graduate Certificate in Business Administration	1
Graduate Certificate in Business Management	1
Graduate Certificate in Human Resource Management	1
Graduate Certificate in Public Sector Management	3
Graduate Diploma in Management	4
Master of Business Administration	9
Master of Business Management	1
Master of Human Resources	1
Master of Management	1
Master of Project Leadership	1
Master of Public Administration	1
Master of Public Administration and Master of Management	1
Master of Public Policy and Management	1
Total	37