

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

Department/Agency: Treasury

Question: SBT 375-381

Topic: Executive coaching and leadership training

Reference: Written - 30 October 2014

Senator: Ludwig, Joe

Question:

Since Budget Estimates in June, 2014:

Please provide the following information in relation to executive coaching and/or other leadership training services purchased by each department/agency:

375. Total spending on these services
376. The number of employees offered these services and their employment classification
377. 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)
378. The names of all service providers engaged. For each service purchased from 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)
379. 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
380. 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?
381. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answer:

375. Total spending on executive coaching and leadership training services from 13 June 2014 – 1 November 2014 was \$192,852.98.

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376. During the period 13 June 2014 to 1 November 2014, executive coaching was available to all staff at the SES Band 1-3 classifications, and leadership training was available to staff at the EL1 – SES Band 3 classification. Staff numbers at these classifications can be found in the following table:

Classification	Number of staff
SES Band 1-3	89
EL 1 – EL 2	375

377. Please refer to the table at 378(a). Due to the nature of these programs, staff do not need to access study leave to participate.

378. a. Please refer to the table below:

Provider	Service	Participants	Levels	Cost	Venue
Australian Public Service Commission	Leadership Training (Various)	4	3 X SES Band 1 1 X SES Band 3	\$49,900.00	APSC
Deborah May Pty Ltd	Executive Coaching	1	1 X SES Band 3	\$715.00	Treasury
Vantage Point Consulting Pty Ltd	Leadership Training – Treasury Executive Leadership Program	15	15 X EL 2	\$34,522.00	Hyatt Hotel Canberra and Treasury
Bendelta Pty Ltd	Leadership Training – Treasury Management Development Program	24	18 X EL 1 6 X EL 2	\$88,604.78	Treasury and The Brassey of Canberra
ANZSOG	Executive Workshops - Advance payment for future workshop attendance	Numbers to be determined	Participants to be determined.	\$9,730.00	ANZSOG

- b. Executive coaching is usually a one-on-one arrangement. Leadership training is delivered to groups.
- c. Please see response at 378(a).
- d. To attempt to determine the total time commitment for each participant would involve an unreasonable diversion of departmental resources.
- e. Please see response at 378(a).

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f. Executive coaching is usually charged on a per hour basis. Leadership training is charged as a complete package.

379. a. Please refer to the table below:

Venue	Participants	Levels	Cost
APSC	4	3 X SES Band 1 1 X SES Band 3	No additional cost
ANZSOG	Numbers to be determined	Participants to be determined	No additional cost
Hyatt Hotel Canberra	15	15 X EL 2	\$1,331.00
The Brassey of Canberra	24	18 X EL 1 6 X EL 2	\$8,050.20

b. Please see response at 379(a).

c. To attempt to determine the total time commitment for each participant would involve an unreasonable diversion of departmental resources.

d. Please see response at 379(a).

380. 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.

381. At 1 November 2014:

- There were 73 staff – from APS 4 to Senior Executive Service Band 1 classifications – receiving financial assistance to undertake graduate or post-graduate study on a part-time basis;
- There were five staff – from APS 6 to Executive Level 2 classifications – receiving financial assistance to undertake post-graduate study on a full-time basis; and
- There were three staff at the APS 6 classification 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.