

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2015 - 2016

Department/Agency: ASIC

Question: SBT 545-551

Topic: Executive Coaching

Reference: written - 30 October 2015

Senator: Wong, Penny

Question:

Since 1 January 2015: Please provide the following information in relation to executive coaching and/or other leadership training services purchased by each department/agency:

545. Total spending on these services
546. The number of employees offered these services and their employment classification
547. 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)
548. 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)
549. 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
550. 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?

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551. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answer:

Since 1 January 2015: Please provide the following information in relation to executive coaching and/or other leadership training services purchased by each department/agency:

545. Total spending on these services

546. The number of employees offered these services and their employment classification

547. 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)

548. 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 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)**

Please see table over page.

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EXECUTIVE COACHING AND LEADERSHIP TRAINING (1 January 2015-31 October 2015)								
Provider	Service	One on One/Grp	Number of Employees	Employment Classification	Hrs. per attendee	Fee Description	Cost (exl GST)	Total spend by provider (ex GST)
Bendelta	Coaching	One on One	1	EL2	6	per hour	\$5,400.00	
Bendelta	Coaching	Group	2	EL2	8	per hour	\$8,000.00	
Bendelta	Training - Leadership Essentials	Group	56	ASIC4-EL2	15	per hour	\$66,904.00	
Bendelta	Training - Coaching for Success	Group	32	ASIC4-EL2	7.5	per hour	\$24,545.00	
Bendelta Total			91					\$104,849.00
IECL	Coaching	One on one	1	EL2	5	per hour	\$4,000.00	
IEC Total			1					\$4,000.00
NIDA	Coaching	One on One	1	SES		per hour	\$4,500.00	
NIDA Total			1					\$4,500.00
GRAND TOTAL								\$113,349.00

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550. 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?

There are no specific arrangements made with staff after training has been completed.

551. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Degree Discipline	Number of Students	Total Study Leave (hours)	Average Study Leave (hours)
Accounting & Finance	35	499.7	14.3
Business Management & Leadership	16	116.5	7.3
Communication & Education	3	22.5	7.5
Corporate Governance	9	87.8	9.8
Information Technology	8	78.0	9.8
Law	68	1811.2	26.6
Other	5	75.0	15.0
Social Science, HR & Psychology	6	176.5	29.4
Grand Total	150	2867.1	19.1

Classification Level	Number of Students	Total Study Leave	Average Study leave (hours)
ASIC 2	3	29.8	9.9
ASIC 3	23	189.3	8.2
ASIC 4	51	837.9	16.4
EL1	42	1183.0	28.2
EL2	29	619.8	21.4
SES	2	7.5	3.8
Total	150	2867.1	19.1