

Senate Committee: Education and Employment

**QUESTION ON NOTICE
Additional Estimates 2015 - 2016**

Outcome: Agency: AITSL

Department of Education and Training Question No. SQ16-000343

Senator Ludwig, Joe provided in writing

Also refer to previous hearing Question No. ED0519_15

AITSL: Executive coaching and leadership training

Question

Since the change of Prime Minister on 14 September, 2015:

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

1. Total spending on these services
2. The number of employees offered these services and their employment classification
3. 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)
4. The names of all service providers engaged For each service purchased form 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)
5. 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
6. 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?
7. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answer

The Australian Institute for Teaching and School Leadership has provided the following response from the period 14 September 2015:

1. Total = \$28,413.00 (GST included):
 - \$10,483.00 (Project Management Training)
 - \$12,980.00 (Senior Executive Team coaching)
 - \$4950 (CEO coaching)
2. 14 (six x Executive and eight x Management)
3. 14 (six x Executive and eight x Management), no study leave required
4. Service providers:
 - ICML (Institute for Communication Management and Leadership)*
 - a. Project Management training
 - b. Group based
 - c. 14 (six x Executive and eight x Management)
 - d. Executive – 4.5 hours, Management – 10 hours
 - e. \$10,483.00 (GST included)
 - f. Complete package
 - Hay Group*
 - a. Coaching (CEO)
 - b. One on one
 - c. one x Executive
 - d. 12 hours (approx. 1 hour per week)
 - e. \$4950.00 (GST included)
 - f. Payment covers 50 per cent of six month package
5. Service provided off premises:
 - Hay Group - Coaching (Senior Executive Team)
 - a. Level 27, 360 Collins Street, Melbourne
 - b. six x Executive
 - c. eight hours
 - d. \$0.00
6. No agreements made with employees in regards to continuing employment after training has been completed
7. One x Manager undertaking postgraduate study – Master of Public Policy and Management University of Melbourne