

**Senate Finance and Public Administration Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**ADDITIONAL ESTIMATES 2015-16**

Finance Portfolio  
9 February 2016

**Department/Agency:** All  
**Outcome/Program:** General  
**Topic:** Executive coaching and leadership training

**Senator:** Ludwig  
**Question reference number:** F54  
**Type of question:** Written  
**Date set by the committee for the return of answer:** Friday, 1 April 2016

**Number of pages:** 4

**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.
5. 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; and
  - f) A description of the fees charged (i.e. per hour, complete package).
6. 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); and
  - d) Any costs the department or agency's incurred to use the location.
7. 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?
8. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

**Answer:**

<b>Department/ Agency</b>	<b>Response</b>
Finance	<p>For the reporting period 14 September 2015 to 9 February 2016:</p> <ol style="list-style-type: none"><li>1. \$218,439 (GST excl)</li><li>2. Coaching is available for all Finance employees.</li><li>3. 423 participants, ranging from APS1 to SES B3.<ul style="list-style-type: none"><li>• No study leave was granted in relation to executive coaching and/or other leadership training services.</li></ul></li><li>4.<ul style="list-style-type: none"><li>• AusCoaching Pty Ltd</li><li>• Australian Institute of Company Directors</li><li>• Australian National University</li><li>• Australian Public Service Commission</li><li>• Best Practice Consulting Pty Limited</li><li>• Centre of Public Management Pty Ltd</li><li>• Deborah May Pty Ltd</li><li>• Effective People Pty Ltd</li><li>• Interaction Consulting Group Pty Limited</li><li>• Macquarie Graduate School of Management</li><li>• Mount Eliza Business School</li><li>• Performance Partnerships (Australia) Pty Ltd</li><li>• See Change Consulting</li><li>• Tempo Strategies Pty Ltd</li><li>• University of Melbourne</li><li>• VT Coach Pty Ltd</li><li>• Wisdom Learning Pty Ltd</li><li>• Workforce Strategies</li><li>• Yellow Edge Pty Ltd</li></ul></li><li>5.<ol style="list-style-type: none"><li>a) Coaching Leadership programs</li><li>b) Coaching: one-on-one Leadership Programs: group based</li><li>c) 423 participants, ranging from APS1 to SES B3<ul style="list-style-type: none"><li>• APS1 – Nil</li><li>• APS2 – Nil</li><li>• APS3 – Nil</li><li>• APS4 – 24</li><li>• APS5 – 1</li><li>• APS6 – 5</li><li>• EL1 – 79</li><li>• EL2 – 216</li><li>• SES1 – 90</li><li>• SES2 – 7</li><li>• SES3 – 1</li></ul></li></ol></li></ol>

Department/ Agency	Response
	<p>d) 2,818 hours  e) \$218,439 (GST excl)  f) Coaching: hourly rate  Leadership programs: complete package</p> <p>6.</p> <p>a) Australian Institute of Company Directors arranged training facility.  Australian National University.  Australian Public Service Commission arranged training facility.  Macquarie Graduate School of Management arranged training facility.  Mount Eliza Business School arranged facility.  National Portrait Gallery.</p> <p>b) Total: 202 participants  EL2 – 119  SES1 – 75  SES2 – 7  SES3 – 1</p> <p>c) Total: 824 hours  EL2 – 357  SES1 – 459  SES2 – 7  SES3 – 1</p> <p>d) \$1,773 for the National Portrait Gallery</p> <p>7. Nil.</p> <p>8. A total of 67 employees accessed study leave during the reporting period for a range of degrees, predominantly in commerce, CPA, accounting and management.</p>
Australian Electoral Commission	<p>For the period 14 September 2015 to 31 January 2016:</p> <ol style="list-style-type: none"> <li>1. \$1,795.44 (GST excl).</li> <li>2. Available to all staff at APS6, EL, SES or other classifications on request.</li> <li>3. Six, at EL2 and SES levels.</li> <li>4. Bull and Bear Special Assignments Pty Ltd. Yellow Edge Pty Ltd.</li> <li>5. For all services: <ol style="list-style-type: none"> <li>a) Executive coaching.</li> <li>b) One-on-one.</li> <li>c) See question 3.</li> <li>d) Five hours total (EL2.- 3.5hrs; EL1 – 1.5hrs).</li> <li>e) See question 1.</li> <li>f) Bull and Bear is \$370 (GST incl) per hour and Yellow Edge is \$495 (GST incl) per hour.</li> </ol> </li> <li>6. At participant’s discretion at no additional cost to the agency, information not held by agency.</li> <li>7. Nil.</li> <li>8. N/A.</li> </ol>

Department/ Agency	Response
Commonwealth Superannuation Corporation	<p>For the period 14 September 2015 to 9 February 2016:</p> <ol style="list-style-type: none"> <li>1. \$6,159.09 (GST excl).</li> <li>2. One. General Manager.</li> <li>3. One, General Manager. No study leave was provided.</li> <li>4. Melbourne Business School.</li> <li>5. <ol style="list-style-type: none"> <li>a) The Authentic Leader.</li> <li>b) Group based.</li> <li>c) One. General Manager.</li> <li>d) Five days.</li> <li>e) \$6,159.09 (GST excl).</li> <li>f) Complete package.</li> </ol> </li> <li>6. <ol style="list-style-type: none"> <li>a) Melbourne Business School.</li> <li>b) One. General Manager.</li> <li>c) Five days.</li> <li>d) No.</li> </ol> </li> <li>7. Nil.</li> <li>8. N/A.</li> </ol>
Future Fund Management Agency	<p>For the period 14 September 2015 to 9 February 2016:</p> <ol style="list-style-type: none"> <li>1. Nil.</li> <li>2. – 7. N/A</li> <li>8. Senior Analyst- Master of Applied Finance; Manager – Australian Institute of Company Directors, Company Directors course.</li> </ol>