

Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Industry, Innovation, Science, Research and Tertiary Education Portfolio
Additional Estimates Hearing 2012-13
13 February 2013

AGENCY/DEPARTMENT: DEPARTMENT OF INDUSTRY, INNOVATION, SCIENCE, RESEARCH AND TERTIARY EDUCATION

TOPIC: Executive Coaching and Leadership Training

REFERENCE: Written Question – Senator Bushby

QUESTION No.: AI-139

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information for this financial year to date:

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;
 - 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);
 - d) Any costs the department or agency has incurred to use the location.

ANSWER

Please refer to SI-172 for the total spending of Executive Coaching and Leadership Training for the period 1 July 2012 to 31 October 2012. Please refer to the following for the period 1 November 2012 to 31 January 2013.

DEPARTMENT OF INDUSTRY, INNOVATION, SCIENCE, RESEARCH AND TERTIARY EDUCATION

1. Total \$4,375 (GST exclusive).
2. 17 employees at the APS6 to EL2 classification.
3. 14 employees at the APS6 to EL2 classification. Nil hours of study leave was granted to each eligible employee.
4. and 5. The service providers engaged for each service is listed in the following table:

Name	Nature (of the service)	Type (one-on-one or group based)	No of Employees	Classification	Total no of hours	Total amount \$ (GST exclusive)	Description of fees
Results Consulting	Leadership & Development	One-on-One	14	EL2	14	4,375	Coaching

6. Service was delivered at Industry House, Allara St, Canberra at no additional cost.

AUSTRALIAN INSTITUTE OF ABORIGINAL AND TORRES STRAIT ISLANDER STUDIES (AIATSIS)

For the period 1 November 2012 to 31 January 2013 AIATSIS incurred no expenditure relating to coaching and leadership training.

AUSTRALIAN INSTITUTE OF MARINE SCIENCE (AIMS)

For the period 1 November 2012 to 31 January 2013 AIMS incurred no expenditure relating to coaching and leadership training.

AUSTRALIAN NUCLEAR SCIENCE AND TECHNOLOGY ORGANISATION (ANSTO)

1. Total \$20,158 (GST exclusive).
2. 16 employees at the SES equivalent classification. This service is offered to senior executives only.
3. 16 employees at the SES equivalent classification. No study leave is required for this program.

4 and 5. The service providers engaged for each service is listed in the following table:

Name	Nature (of the service)	Type (one-on-one or group based)	No of Employees	Classification	Total no of hours	Total amount \$ (GST exclusive)	Description of fees
Ninox Consulting	Executive Coaching	One-on-one	5	SES equivalent	8	2,720	Per hour
Becoming Better	Mentoring/ Coaching	Group based	10	SES equivalent	16	14,838	Per session
Becoming Better	Mentoring/ Coaching	One-on-one	1	SES equivalent	10	2,600	Per hour

6. Service was provided on site.

AUSTRALIAN RESEARCH COUNCIL (ARC)

1. Total \$6,363 (GST exclusive).
2. Two employees at the SES classifications. This service is offered to senior executive only.
3. Two employees at the SES Band 1 classification. No study leave was granted.

4 and 5. The service providers engaged for each service is listed in the following table:

Name	Nature (of the service)	Type (one-on-one or group based)	No of Employees	Classification	Total no of hours	Total amount \$ (GST exclusive)	Description of fees
Australian Public Service Commission	SES Orientation Program	Face to Face training – group based	2	SES Band 1	36 hrs (exl travel time)	6,363	Complete Package

6.

Location	No of Employees	Classification	Total no of hours	Cost \$ (GST exclusive)
Australian Public Service Commission Woden Learning Centre Phillip ACT	2	SES Band 1	36	0

AUSTRALIAN SKILLS QUALITY AUTHORITY (ASQA)

1. Total \$1,400 (GST exclusive).
2. All employees are provided with the opportunity to request learning and development opportunities through the Performance Development Framework.
3. One employee at the SES Band 1 classification attended a leadership conference during this period. No study leave was required in addition to attendance at this conference.
4. and 5. The service provider engaged for the service is listed in the following table:

Name	Nature (of the service)	Type (one-on-one or group based)	No of Employees	Classification	Total no of hours	Total amount \$ (GST exclusive)	Description of fees
Australian Government Leadership Network – 2012 Annual Conference Victoria	Conference	Group	1	SES Band 1	16	1,400	Complete package

6.

Location	No of Employees	Classification	Total no of hours	Cost \$ (GST exclusive)
Melbourne	1	SES Band 1	16	1,400

COMMONWEALTH SCIENTIFIC AND INDUSTRIAL RESEARCH ORGANISATION (CSIRO)

The CSIRO classifies executive coaching as a form of training. Detailed information pertaining to the types of courses, costs and participants is not available centrally. A manual check of the records at all of the CSIRO's sites for the specified period would be required to provide this information. The CSIRO can obtain the information at this level of detail however it would involve a very significant diversion of Organisational resources.

IP AUSTRALIA

1. Total \$69,628 (GST exclusive).
2. 12 employees at the EL1, EL2 and SES Band 1 classification.
3. 12 employees. 5 x EL1, 6 x EL2 and 1 x SES Band 1. No study leave was granted.
4. and 5. The service providers engaged for each service is listed in the following table:

Name	Nature (of the service)	Type (one-on-one or group based)	No of Employees	Classification	Total no of hours	Total amount \$ (GST exclusive)	Description of fees
APSC	Leadership events	Group Based	3	2 x EL2 1 x SES Band 1	21	314	On completion
Yellow edge	Executive Coaching	One-On-One	3	1 x EL1 2 x EL2	18	3,527	Per hour
Kurtis Paige	Talent Management Program	Group Based	6	4 x EL1 2 x EL2	60	65,787	Per month

6.

Location	No of Employees	Classification	Total no of hours	Cost \$ (GST exclusive)
APSC – Furzer Street, Woden ACT	3	2 x EL2 1 x SES Band 1	21	Nil
APSC – Furzer Street, Woden ACT	6	4 x EL 1 2 x EL2	7	Nil

TERTIARY EDUCATION QUALITY AND STANDARDS AGENCY (TEQSA)

1. Total \$2,885 (GST exclusive).
2. Four employees at the SES Band 1 classification have been offered these training services.
3. Four employees at the SES Band 1 classification have utilised these training services. No study leave was granted.
4. and 5. The service providers engaged for each service is listed in the following table:

Name	Nature (of the service)	Type (one-on-one or group based)	No of Employees	Classification	Total no of hours	Total amount \$ (GST exclusive)	Description of fees
Australian Institute of Management	Professional Development Workshop	Group	4	SES Band 1	3.5	2,885	Complete package

6. Service was provided on site.