

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

26 February 2014

Question: AET 964-968

Topic: Executive coaching and leadership training (ATO)

Written: 5 March 2014

Senator LUDWIG asked:

- 964) In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information from Supplementary Budget Estimates in November 2013 to date:
- Total spending on these services
 - The number of employees offered these services and their employment classification
 - 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)
 - The names of all service providers engaged
- 965) For each service purchased from a provider listed under (d), please provide:
- The name and nature of the service purchased
 - Whether the service is one-on-one or group based
 - The number of employees who received the service and their employment classification
 - The total number of hours involved for all employees (provide a breakdown for each employment classification)
 - The total amount spent on the service
 - A description of the fees charged (i.e. per hour, complete package)
- 966) Where a service was provided at any location other than the department or agency's own premises, please provide:
- The location used
 - The number of employees who took part on each occasion (provide a breakdown for each employment classification)
 - The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 - Any costs the department or agency's incurred to use the location
- 967) 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?
- 968) For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

26 February 2014

Answer:

In relation to executive coaching and other leadership training purchased from 7 September 2013 to 28 February 2014:

964) The ATO spent \$498,940.11 (GST exclusive).

The ATO made executive coaching available to 266 employees at the SES level and 1 EL2. Other leadership training was made available to any ATO employee.

Executive coaching or other leadership training was utilised by 490 agency employees. No study leave was granted for these services as they were conducted during work hours.

Number of employees who utilised executive coaching or other leadership training									
* NA = Not Assigned which refers to employees that have since left the ATO									
Service	APS3	APS4	APS5	APS6	EL1	EL2	SES	NA	Total
Total	23	27	19	117	150	112	39	3	490

The agency engaged services from the following providers for executive coaching and other leadership training:

- Australia and New Zealand School of Government (ANZSOG)
- Australian Human Resources Institute (AHRI)
- Australian Institute of Company Directors
- Australian Institute of Management NSW & ACT Training Centre
- Australian Public Service Commission (APSC)
- Comcare Australia
- Connexion Systems Pty Ltd
- COPC Asia Pacific Inc.
- Criterion Conferences Pty Ltd
- Dimension Data Learning Solutions Pty Ltd
- Effective People Pty Ltd
- Emotional Intelligence Pty Ltd
- Exceptional Talent Pty Ltd
- Gartner Australasia Pty Ltd
- Inside Edge Conferences Pty Ltd
- Institute of Executive Coaching and Leadership Australia Pty Ltd
- International Quality and Productivity Centre (IQPC)
- Intrepid Minds Pty Ltd
- Jeff Whalan Learning Group
- Leadership Management Australia - Farley Group
- Liquid Learning Group Pty Ltd
- Marcus Evans
- Melbourne Business School Ltd
- Melcrum Ltd (Melcrum Publishing Pty Ltd)
- MGSM Limited
- Odyssey Training
- Ovum Pty Ltd

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

26 February 2014

- People and Strategy
- Possibility To Reality Pty Ltd
- Proteus Enterprises Pty Ltd
- Queensland University of Technology
- Results Consulting (Australia) Pty Ltd
- Role Consultant Network Pty Ltd
- Unwired Ventures Ltd - overseas payment
- Wood Family Trust
- Workplace Training and Advisory Aust. Pty Ltd
- Yellow Edge Pty Ltd

965) One-on-one executive coaching was provided to four ATO employees at a cost of \$17,118.18 (GST exclusive). The ATO engaged services from the following providers for executive coaching:

- Exceptional Talent Pty Ltd
- Institute of Executive Coaching and Leadership Australia Pty Ltd
- Possibility To Reality Pty Ltd

Number of employees who utilised executive coaching and hours invested			
* NA = Not Assigned which refers to employees that have since left the ATO			
Service	EL2	SES	Total
Number of employees	1	3	4
Hours	6	21	27

Group sessions for Leadership training was provided to 486 agency employees at a cost of \$481,821.93 (GST exclusive)

The ATO engaged services from the following providers for other leadership training:

- Australia and New Zealand School of Government (ANZSOG)
- Australian Human Resources Institute (AHRI)
- Australian Institute of Company Directors
- Australian Institute of Management NSW & ACT Training Centre
- Australian Public Service Commission (APSC)
- Comcare Australia
- Connexion Systems Pty Ltd
- COPC Asia Pacific Inc.
- Criterion Conferences Pty Ltd
- Dimension Data Learning Solutions Pty Ltd
- Effective People Pty Ltd
- Emotional Intelligence Pty Ltd
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- International Quality and Productivity Centre (IQPC)

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

26 February 2014

- Intrepid Minds Pty Ltd
- Jeff Whalan Learning Group
- Leadership Management Australia - Farley Group
- Liquid Learning Group Pty Ltd
- Marcus Evans
- Melbourne Business School Ltd
- Melcrum Ltd (Melcrum Publishing Pty Ltd)
- MGSM Limited
- Odyssey Training
- Ovum Pty Ltd
- People and Strategy
- Proteus Enterprises Pty Ltd
- Queensland University of Technology
- Results Consulting (Australia) Pty Ltd
- Role Consultant Network Pty Ltd
- Unwired Ventures Ltd - overseas payment
- Wood Family Trust
- Workplace Training and Advisory Aust. Pty Ltd
- Yellow Edge Pty Ltd

Number of employees who utilised other leadership training and hours invested									
* NA = Not Assigned which refers to employees that have since left the ATO									
Service	APS3	APS4	APS5	APS6	EL1	EL2	SES	NA	Total
Number of employees	23	27	19	117	150	111	36	3	486
Hours	162	190	140	1123	1651	1216	1018	33	5533

All executive coaching and other leadership training are charged on a complete package basis.

- 966) Venue hire costs were included as part of the service provided and not an additional expense incurred by the agency. Venues were located in a range of capital cities.

Number of employees who utilised executive coaching or other leadership training in locations outside of the ATO									
* NA = Not Assigned which refers to employees that have since left the ATO									
Service	APS4	APS5	APS6	EL1	EL2	NA	SES	Total	
Number of employees	1	6	14	30	40	1	37	129	
Hours	6	32	117	325	411	18	1026	1935	

- 967) No agreements in relation to continuing employment are made with employees who attend coaching and training.

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

26 February 2014

968) For executive coaching and leadership training, 26 agency employees use part-time study leave to undertake graduate or post graduate studies in 16 degrees.

Number of employees who used part-time study leave to undertake training in executive coaching or other leadership training related degrees	
Degree title	Number of employees
Bachelor of Advanced Business Leadership	1
Bachelor of Applied Management	1
Bachelor of Human Resource Management and Business Law	1
Bachelor of Management	2
Bachelor of Organisational Leadership	1
Bachelor of Public Administration	1
Graduate Certificate in Human Resource Management	1
Graduate Certificate in Management	1
Graduate Certificate in Organisational Change	1
Graduate Certificate in Public Sector Management	3
Graduate Diploma in Human Resource	1
Graduate Diploma in Management	1
Graduate Diploma in Public Sector Management	1
Master of Human Resource Management	4
Master of Management	4
Masters of Public Administration	2