

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates 30 May – 1 June 2006

Question: bet 24

Topic: Cost of executive coaching and/or other leadership training services

Hansard Page: **Written**

Senator LUDWIG asked:

The following questions relate to the purchase of executive coaching and/or other leadership training services by the department/agency, broken down for each of the last four financial years.

Where available, please provide:

1. Total spending on these services.
2. The number of employees offered these services and their salary level.
3. The number of employees who have utilised these services and their salary level.
4. The names of all service providers engaged.
5. For each service purchased from a provider listed in the answer to the previous question, 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.
 - d. The total number of hours involved for all employees.
 - e. The total amount spent on the service.
 - f. A description of the fees charged (e.g. per hour, complete package).
 - g. Where a service was provided at any location other than the department or agency's own premises, please provide:
 - i. The location used
 - ii. The number of employees who took part on each occasion
 - iii. The total number of hours involved for all employees who took part.

Answer:

1. The cost of executive coaching and other leadership training services for Treasury SES staff, for each of the last four financial years, totalled:

2002-03	\$11,850
2003-04	\$22,825
2004-05	\$22,500
2005-06	\$82,385

2. - 5. The breakdown of these costs is detailed in the attached table.

Cost of Executive Coaching and other Leadership Training Services for Treasury Senior Executive Service (SES) Staff									
Year	Service	Provider	Format	Available to/Salary Range	Number Attending	Total Hours	Expenditure	Fees	Location
2002/03	Leadership Training	Australian Public Service Commission	Group	All SES (63) \$98,278 -\$211,480	2	na	\$11,850.00	Package	Off-site
	Total 02/03						\$11,850.00		
2003/04	Executive Coaching	Australian Public Service Commission	One-on-one	All SES (60) \$104,175-\$224,169	1	3	\$825.00	na	Off-site (Canberra)
	Executive Fellowship Program	Australian and New Zealand School of Government	Group	SESB2 (11) \$134,178-\$172,281	1	337.5	\$22,000.00	Package	Off-site (Sydney)
	Total 03/04						\$22,825.00		
2004/05	Executive Fellowship Program	Australian and New Zealand School of Government	Group	SESB2 (19) \$147,932-\$177,449	1	337.5	\$22,500.00	Package	Off-site (Melbourne)
	Total 04/05						\$22,500.00		
2005/06	Executive Coaching	Vantage Point Consulting	One-on-one	All SES (77) \$119,535-\$237,821	3	28	\$10,643.00	Per hour	Off-site (Canberra)
	Executive Coaching	Upton Martin Consulting	One-on-one	All SES (77) \$119,535-\$237,821	2	4.5	\$2,117.00	Per hour	Off-site (Canberra)
	Executive Coaching	Hugh Watson Consulting	One-on-one	All SES (77) \$119,535-\$237,821	2	6.5	\$2,279.00	Per hour	Off-site (Canberra)
	Executive Coaching	Palm Consulting Group	One-on-one	All SES (77) \$119,535-\$237,821	1	4.5	\$2,196.00	Per hour	Off-site (Canberra)
	Leadership Training	Australian Public Service Commission	Group	SESB2 (21) \$152,370-\$182,773	1	22.5	\$7,400.00	Package	Off-site (NSW)
	Leadership Training	Australian Public Service Commission	Group	SESB3 (5) \$198,259-\$237,821	3	67.5	\$34,650.00	Package	Off-site (Bowral)

	Executive Fellowship Program	Australian and New Zealand School of Government	Group	SESB2 (21) \$152,370-\$182,773	1	337.5	\$23,100.00	Package	Off-site (Melbourne)
	Total 05/06						\$82,385.00		
Note: Salary ranges are taken as at September of each financial year.									