

**Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
Industry, Innovation, Science, Research and Tertiary Education Portfolio  
Supplementary Budget Estimates Hearing 2012-13  
17 October 2012

---

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

**TOPIC:** Executive Coaching and Leadership Training

**REFERENCE:** Written Question – Senator Bushby

**QUESTION No.:** SI-172

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. 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)
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.

**ANSWER**

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

Please refer to the following for the period 1 July 2012 to 31 October 2012.

1. Total \$150,037 (GST exclusive).

2. 113 employees at the APS5 to SES classification.
3. 113 employees at the APS5 to SES classification. Approximately 22 hours of study leave was granted to each eligible employee.
4. The service providers engaged for each service is listed in the table below:

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	Group	0	SES	0	14,375	Complete package
			16	EL2	147		
			2	EL1	18		
			0	APS6	0		
			0	APS5	0		
		<b>Total</b>	18		165		
Results Consulting	Leadership & Development	Group	1	SES	8	50,293	Complete Package
			9	EL2	68		
			6	EL1	44		
			1	APS6	8		
			0	APS5	0		
		<b>Total</b>	17		128		
ODS Management	Leadership & Development	Group	0	SES	0	13,515	Complete package
			0	EL2	0		
			7	EL1	158		
			11	APS6	248		
			1	APS5	22		
		<b>Total</b>	19		428		
ODS Management	Leadership & Development	Group	0	SES	0	13,619	Complete package
			0	EL2	0		
			6	EL1	135		
			14	APS6	315		
			0	APS5	0		
		<b>Total</b>	20		450		
People Development	Leadership & Development	Group	0	SES	0	1,255	Complete Package
			9	EL2	68		
			10	EL1	75		
			4	APS6	30		
			0	APS5	0		
		<b>Total</b>	23		173		

ICG	Leadership & Development	Group	0	SES	0	2,976	Complete Package
			9	EL2	41		
			10	EL1	45		
			4	APS6	18		
			0	APS5	0		
		<b>Total</b>	23		104		
Wisdom Learning	Leadership & Development	Group	0	SES	0	3,696	Complete Package
			9	EL2	68		
			10	EL1	75		
			4	APS6	30		
			0	APS5	0		
		<b>Total</b>	23		173		
ICG	Leadership & Development	Group	0	SES	0	2,511	Complete Package
			9	EL2	41		
			10	EL1	45		
			4	APS6	18		
			0	APS5	0		
		<b>Total</b>	23		104		
Berrico Consultants	Leadership & Development	Group	0	SES	0	600	Complete Package
			6	EL2	30		
			7	EL1	35		
			3	APS6	15		
			0	APS5	0		
		<b>Total</b>	16		80		
AIM	Leadership & Development	Group	0	SES	0	6,425	Complete Package
			6	EL2	45		
			7	EL1	53		
			3	APS6	22		
			0	APS5	0		
		<b>Total</b>	16		120		
AIM	Leadership & Development	Group	0	SES	0	6,425	Complete Package
			6	EL2	45		
			7	EL1	53		
			3	APS6	22		
			0	APS5	0		
		<b>Total</b>	16		120		
<b>TOTAL</b>			<b>2520</b>			<b>115,690</b>	

5.

Location	No of Employees		Classification	Total no of hours	Cost \$ (GST exclusive)
Sutton Forrest	1		SES	27	21,202
	9		EL2	245	
	6		EL1	163	
	1		APS6	27	
	0		APS5	0	
	<b>Total</b>	17		462	
Boathouse, Canberra	0		SES	0	10,936
	0		EL2	0	
	13		EL1	293	
	25		APS6	563	
	1		APS5	22	
	<b>Total</b>	39		878	
Waldorf Canberra	1		SES	8	2,209
	25		EL2	201	
	8		EL1	64	
	1		APS6	8	
	0		APS5	0	
	<b>Total</b>	35		281	
<b>TOTAL</b>		<b>91</b>			<b>34,347</b>

#### AUSTRALIAN INSTITUTE OF ABORIGINAL AND TORRES STRAIT ISLANDER STUDIES (AIATSI)

For the period 1 July 2012 to 31 October 2012 AIATSI incurred no expenditure relating to coaching and leadership training.

#### AUSTRALIAN INSTITUTE OF MARINE SCIENCE (AIMS)

Please refer to the following for the period 1 July 2012 to 31 October 2012.

1. Total \$8,152 (GST exclusive).
2. 13 employees. 3 x contract, 7 x AOF7, 2 x AOF6, 1 x AOF5.
3. 13 employees. 3 x contract, 7 x AOF7, 2 x AOF6, 1 x AOF5. No study leave was granted.
4. The service provider engaged for each service is listed in the table below:

Name	Nature (of the service)	Type	No of Employees	Classification	Total no of hours	Total amount \$ (GST exclusive)	Description of fees
Knowledge Teams International PTY LTD	Team building & Leadership Workshop	Group based	13	7 x AOF7 2 x AOF6 1 x AOF5 3 x contract	104	8,152	Complete package

5.

<b>Location</b>	<b>No of Employees</b>	<b>Classification</b>	<b>Total no of hours</b>	<b>Cost \$ (GST exclusive)</b>
Blue on Blue – Magnetic Island	13	7 x AOF7 2 x AOF6 1 x AOF5 3 x contract	104	1,140

### **AUSTRALIAN NUCLEAR SCIENCE AND TECHNOLOGY ORGANISATION (ANSTO)**

Please refer below for details for the period 1 July 2012 to 31 October 2012.

1. \$8,074 (GST exclusive)
2. Three employees at the SES classification. This service is offered to senior executive only.
3. Three employees at the SES classification. No study leave is required to be used for this program.
4. The service providers engaged for each service is listed in the table below:

<b>Name</b>	<b>Nature (of the service)</b>	<b>Type (one-on-one or group based)</b>	<b>No of Employees</b>	<b>Classification</b>	<b>Total no of hours</b>	<b>Total amount \$ (GST exclusive)</b>	<b>Description of fees</b>
NINOX Consulting	Management Coaching	One-on-one	2	SES	16	6,424	Per hour
PeopleNet HR Solutions	Change Management & Coaching	One-on-one	1	SES	4	1,650	Per session

5. Service was provided on site.

### **AUSTRALIAN RESEARCH COUNCIL (ARC)**

For the period 1 July 2012 to 31 October 2012 ARC incurred no expenditure relating to coaching and leadership training.

### **AUSTRALIAN SKILLS QUALITY AUTHORITY (ASQA)**

Please refer below for details for the period 1 July 2012 to 31 October 2012.

Leadership/Executive Coaching

1. Total \$1,273 (GST exclusive)
2. One employee at the SES classification. This service is offered to senior executive only.

3. One employee at the SES classification. No study leave was required in addition to attendance at this conference.
4. The service provider engaged for the service is listed in the table below:

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 based	1	SES Band 1	16	1,273	Complete package

5.

Location	No of Employees	Classification	Total no of hours	Cost \$ (GST exclusive)
Melbourne	1	SES Band 1	16	1,273

## **COMMONWEALTH SCIENTIFIC AND INDUSTRIAL RESEARCH ORGANISATION (CSIRO)**

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 our records at all of CSIRO's sites for the specified period would be required to provide this information. CSIRO can obtain the information at this level of detail however it would involve a very significant diversion of Organisational resources.

### **IP AUSTRALIA**

Please refer below for details for the period 1 July 2012 to 31 October 2012.

#### Leadership/Executive Coaching

1. Total \$58,759 (GST exclusive)
2. 19 employees at the EL1 and EL2 classification.
3. 19 employees. 17 x EL1 and 2 x EL2. No study leave was granted.

4. The service providers engaged for each service is listed in the table below:

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
Bendelta	Leadership services	Group based	18	16 x EL1 2 x EL2	714	58,182	Complete package
APSC	Leadership services	One-on-one	1	EL1	7	577	Complete package

5.

Location	No of Employees	Classification	Total no of hours	Cost \$ (GST exclusive)
Hyatt Hotel, Yarralumla ACT	18	16 x EL1 2 x EL2	454	11,389.10
Lake Crackenback Resort, Thredbo, NSW	18	16 x EL1 2 x EL2	259	16,890.90
APSC building, Woden ACT	1	EL1	7	0

### **TERTIARY EDUCATION QUALITY AND STANDARDS AGENCY (TEQSA)**

Please refer below for details for the period 1 July 2012 to 31 October 2012.

Leadership/Executive Coaching

1. Total \$17,454 (GST exclusive).
2. Four employees at the SES classification. This service is offered to senior executive only.
3. Four employees. 4 x SES Band 1. No study leave was granted.
4. The service providers engaged for each service is listed in the table below:

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	4	SES B1	72 hrs (excl travel time)	12,727	Complete package
Australian Public Service Commission	Australian Govt Leadership Network (Vic) Conf	Group based - conference	4	SES B1	60 hrs (excl travel time)	4,727	Complete package

5.

<b>Location</b>	<b>No of Employees</b>	<b>Classification</b>	<b>Total no of hours</b>	<b>Cost \$ (GST exclusive)</b>
Australian Public Service Commission Woden Learning Centre Phillip ACT	4	SES B1	72 hrs (excl travel time)	12,727
Melbourne Convention and Exhibition Centre	4	SES B1	60 hrs (excl travel time)	4,727