

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-173

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information for 2011-12:

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 AI-244 and BI-198 for details on executive coaching and/or leadership training services for the period 1 July 2011 to 31 May 2012.

Please refer to the following for the period 1 June to 30 June 2012.

Leadership/Executive Coaching

1. Total \$71,677 (GST exclusive).
2. 55 employees at the APS6 to SES classification.
3. 55 employees at the APS6 to SES classification. Approximately 11 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	3,750	Complete package
			16	EL2	10		
			4	EL1	2		
			0	APS6	0		
			0	APS5	0		
		Total	20		12		
Results Consulting	Leadership & Development		0	SES	0	41,101	Complete Package
			16	EL2	434		
			2	EL1	54		
			0	APS6	0		
			0	APS5	0		
		Total	18		488		
Results Consulting	Leadership & Development		1	SES	7	4,540	Complete Package
			9	EL2	68		
			6	EL1	46		
			1	APS6	7		
			0	APS5			
		Total	17		128		
TOTAL			55			49,391	

5.

Location	No of Employees	Classification	Total no of hours	Cost \$ (GST exclusive)
Sutton Forrest	0	SES	0	
	16	EL2	434	
	2	EL1	54	
	0	APS6	0	
	0	APS5	0	
	Total		488	21,733
Waldorf Canberra	1	SES	7	
	9	EL2	68	
	6	EL1	45	
	1	APS6	7	
	0	APS5		
	Total		127	553
	35			22,286

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

Please refer to AI-244 and BI-198 for details on executive coaching and/or leadership training services for the period 1 July 2011 to 31 May 2012.

For the period 1 June to 30 June 2012 AIATSI incurred no expenditure relating to coaching and leadership training.

AUSTRALIAN INSTITUTE OF MARINE SCIENCE (AIMS)

Please refer to AI-244 and BI-198 for details on executive coaching and/or leadership training services for the period 1 July 2011 to 31 May 2012.

For the period 1 June to 30 June 2012 AIMS incurred no expenditure relating to coaching and leadership training.

AUSTRALIAN NUCLEAR SCIENCE AND TECHNOLOGY ORGANISATION (ANSTO)

Please refer to AI-244 and BI-198 for details on executive coaching and/or leadership training services for the period 1 July 2011 to 31 May 2012.

Please refer below for details for the period 1 June to 30 June 2012.

1. Total spend on these services by ANSTO was \$550 (GST exclusive)
2. One employee at the SES classification. This service is offered to senior executive only.
3. Please refer to response to question 2. No study leave is required to be used for this program.

4. The service providers 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
NINOX Consulting	Management and Coaching	one-on-one	1	SES	1.25	550	By the hour

5. Service was provided on site.

AUSTRALIAN RESEARCH COUNCIL (ARC)

Please refer to AI-244 and BI-198 for details on executive coaching and/or leadership training services for the period 1 July 2011 to 31 May 2012.

For the period 1 June to 30 June 2012 to ARC incurred no expenditure relating to coaching and leadership training.

AUSTRALIAN SKILLS QUALITY AUTHORITY (ASQA)

Please refer to BI-198 for details on executive coaching and/or leadership training services for the period 1 July 2011 to 31 May 2012.

ASQA incurred no expenditure relating to coaching and leadership training for the period 1 June to 30 June 2012.

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 significant diversion of organisational resources.

IP AUSTRALIA

Please refer to AI-244 and BI-198 for details on executive coaching and/or leadership training services for the period 1 July 2011 to 31 May 2012.

IP Australia incurred no expenditure relating to coaching and leadership training for the period 1 June to 30 June 2012.

TERTIARY EDUCATION QUALITY AND STANDARDS AGENCY (TEQSA)

Please refer to BI-198 for the period 1 July 2011 to 31 May 2012.

TEQSA incurred no expenditure relating to coaching and leadership training for the period 1 June to 30 June 2012.