

**Senate Standing Committee on Economics**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Additional Estimates

13 – 14 February 2013

**Question: AET 268-270**

**Topic: Executive Coaching and Leadership Training**

**Written: Received from Committee – 22 February 2013**

**Senator BUSHBY asked:**

268. 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 (22 February 2013):
- 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.
269. For each service purchased from a provider listed under 268(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).
270. 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 has incurred to use the location.

**Answer:**

268.

- The total spent on executive coaching and leadership training services in the financial year to date (22 February 2013) was \$329,202.26.

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- b. Leadership training was available to all staff at the EL1 – SESB 3 classifications in the department as detailed below:

SES Band 1-3	86
EL 2	159
EL 1	208

The participation rate for the coaching and/or leadership training has been broken down by level in the table at 269(a).

- c. Please refer to question 269 (a). Please note, that due to the nature of these programs, staff do not need to access study leave to participate.
- d. Vantage Point Consulting Pty Ltd  
 Bendelta Pty Ltd  
 Deborah May Pty Ltd  
 Australian Public Service Commission

269.

- a. Please refer to the table below:

	<b>Provider</b>	<b># Participants</b>	<b>Levels</b>	<b>Program Costs</b>	<b>Venue</b>
<b>Executive Coaching</b>	Vantage Point Consulting Pty Ltd	Not all staff identified	SES Band 2 SES Band 3	\$2,187.50	No additional cost
	Deborah May Pty Ltd	Not all staff identified	SES Band 3 SES Band 2 SES Band 1 Executive Level 2	\$50,500.00	No additional cost
<b>Leadership Training</b>	Australian Public Service Commission	Not all staff identified	SES Band 3 SES Band 2 SES Band 1 Executive Level 2 Executive Level 1	\$79,124.52	No additional cost
	Bendelta Pty Ltd	25	EL2 x 5 EL1 x 20	\$57,357.85	\$11,772.39
	Deborah May Pty Ltd	222	EL2 x 146 SES Band 1 x 60 SES Band 2 x 15 SES Band 3 x 1	\$128,260.00	No additional cost

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- b. Executive coaching is a combination of group based and a one on one arrangement. Leadership training is based on group sessions.
  - c. Please see response at 269(a).
  - d. To attempt to provide this level of details would involve an unreasonable diversion of departmental resources.
  - e. Please see response at 269(a).
  - f. Fees for executive coaching are based on a per hour cost. Fees for Leadership training are based on a complete package.
- 270.
- a. The venue for the leadership training (the Management Development Program – MDP) was the Pavilion on Northbourne.
  - b. Please see response at 269(a).
  - c. The Management Development Program involved 7 contact days, or 52.5 hours of training. To attempt to provide this level of details would involve an unreasonable diversion of departmental resources.
  - d. The venue hire for the Pavilion was \$11,772.39 (GST inclusive). The venue costs include room hire, catering and costs of audio visual equipment.