

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

14 February 2013

Question: AET 956-958

Topic: Executive coaching and leadership training (ATO)

Hansard Page: Written

Senator BUSHBY asked:

956. 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.
957. For each service purchased from a provider listed under 956(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).
958. 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.

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Answer:

956. Figures are provided to 31 December 2012 which aligns to ATO quarterly reporting.

In 2012-13 to 31 December 2012, the following executive coaching services and other leadership training were purchased.

Please note: The difference in spending on Leadership reported between SBT 1443-1448 (October 2012) and AET 956-958 is because we have adopted a broader definition of leadership training to include leadership and management topics. Adoption of this definition allows for consistency in reporting.

(a) & (c)

Table 1.1 provides details of coaching and leadership costs together with a breakdown of ATO ongoing employees utilising these services by APS level. Table 1.2 contains figures for the period 1 July 2012 to 31 October 2012 using the broader definition.

Table 1.1: 2012-13 (to 31 December 2012) executive coaching and leadership training

Service	APS3	APS4	APS5	APS6	EL1	EL2	SES	Staff total	Amount (\$) (GST exclusive)
Executive coaching	0	0	0	0	0	1	1	2	8,930
Other leadership training	1	3	2	42	77	60	24	209	269,495
Total								211	278,425

No study leave was granted for these services as they were conducted during work hours.

Table 1.2: 2012-2013 (to 31 October 2012) executive coaching and leadership training

Service	APS3	APS4	APS5	APS6	EL1	EL2	SES	Not assigned	Staff total	Amount (\$) (GST exclusive)
Executive coaching & other leadership		2	3	33	69	54	21	1	182	246,747
Total									182	246,747

Not assigned column refers to those no longer with the ATO

(b)

Executive coaching is available to 2,436 employees at the EL2 and SES level. Other leadership training is available to employees at all levels.

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(d)

Executive coaching providers	Leadership training providers
Emergence International Pty Ltd	Australia and New Zealand School of Government (ANZSOG)
Focused Future	Australian Public Service Commission
	Telesis Events
	The Leadership Consortium
	ATA
	Institute of Internal Auditors
	Australian Institute of Management
	Mindwerx
	CIT Solutions
	AHRI
	Intrepid Minds
	Clayton UTZ
	Tax Institute of Australia
	IPAA
	Melcrom Ltd
	CPP Asia Pacific
	Tonkin
	Knowledge Hut
	PM Global
	Project management Institute
	Social Leadership Australia
	Skillpath Seminars
	QLD Law Society

957. (a – f)

Table 2 provides a summary of executive coaching services purchased in 2012-13 to 31 December 2012. Fees outlined are the total cost charged by each provider per complete package. The services were provided on a one-on-one basis at ATO premises.

Table 2: 2012-13 to 31 December 2012 executive coaching

Provider	Service	Hrs	No of Staff	Total Hrs	APS3	APS4	APS5	APS6	EL1	EL2	SES	Location	Value \$
Emergence International Pty Ltd	Executive Coaching	8.5	1	8.5	-	-	-	-	-	-	1	ATO Site	4,250
Focused Future	Executive Coaching	9	1	9	-	-	-	-	-	1		ATO Site	4,680
			2	17.5	0	0	0	0	0	1	1		8,930

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Table 3 below provides a summary of other leadership training services purchased in 2012-13 to 31 December 2012. Fees outlined are the total costs charged by each provider per complete package. Services were provided at external locations. Costs to the ATO for using a location outside ATO premises were rolled into the overall cost of the course. All services were provided on a group basis.

Table 3: 2012-13 to 31 December 2012 other leadership

Provider	Course Name	Hrs	No. of Staff	Total Hrs	APS3	APS4	APS5	APS6	EL1	EL2	SES	Location	Value \$
ANZSOG	Women in Leadership	21	2	42	-	-	-	-	-	2	-	Marriott hotel – Corner of Lonsdale and Exhibition Street, Melbourne	7,500
ANZSOG	Women in Leadership	24	1	24	-	-	-	-	-	-	1	Level 4, 204 Lygon St, Carlton, VIC	4,091
Telesis Events	Women in Leadership	6	1	6	-	-	-	-	-	1	-	Marriott hotel – Corner of Lonsdale and Exhibition Street	1,181
ANZSOG	Annual Conference	18	2	36	-	-	-	-	-	-	2	Cliftons Perth, WA - Ground Floor, 191 St Georges Terrace	2,736
ANZSOG	Strategy and Organisational Transitions in the Public Sector Executive Workshop	12	2	24	-	-	-	-	-	1	1	University of NSW, 1 O'Connell Street, Sydney, New South Wales 2000	4,205
APSC	Australian Government Leadership Network Annual Conference - SA	6	14	84	-	-	-	1	5	7	1	Sebel Palyford, 120 North Terr, Adelaide	8,318
APSC	Australian Government Leadership Network Annual Conference - NSW	12	3	36	-	-	-	-	-	3	-	Doltone House Jones Bay Wharf, Pyrmont Point Sydney	3,727
APSC	Australian Government Leadership Network Annual Conference - VIC	12	3	36	-	-	-	-	-	2	1	South Wharf Meetings and Events, Docklands, Melbourne	3,727

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Provider	Course Name	Hrs	No. of Staff	Total Hrs	APS3	APS4	APS5	APS6	EL1	EL2	SES	Location	Value \$
APSC	Australian Government Leadership Network Annual Conference - WA	6	24	144	-	-	-	1	13	9	1	Burswood Convention Center/277 Great Eastern Highway Burswood, WA	14,182
APSC	Australian Government Leadership Network Annual Conference 2012 - TAS	6	3	18	-	-	-	-	1	2	-	Museum of Old and New Art, 655 Main Road, Berriedale, TAS	1,877
APSC	Essential writing for Executive Levels	6	1	6	-	-	-	-	1	-	-	16 Furzer St, Phillip, ACT 2606	577
APSC	Influencing Skills for Executives	6	4	24	-	-	-	-	4	-	-	16 Furzer St, Phillip, ACT 2606	2,309
APSC	Leading Australia's Future in Asia	126	1	126	-	-	-	-	-	-	1	Various locations throughout Asia	27,800
APSC	Leading Australia's Future in the Asia-Pacific	90	1	90	-	-	-	-	-	-	1	Various locations throughout Asia-Pacific Region	23,409
APSC	SES Orientation	12	10	120	-	-	-	-	-	-	10	16 Furzer St, Phillip, ACT 2606	31,818
APSC	Shaping Strategic Thought	6	1	6	-	-	-	-	1	-	-	17 Furzer St, Phillip, ACT 2606	577
Melcrum Ltd	9th Annual Melcrum Summit	12	1	12	-	-	-	-	-	1	-	Pullman Hotel, Hyde Park, Sydney	2,290
Direct Health Solutions	Absence Management	3.5	29	102	1	-	-	24	3	1	-	ATO locations	17,601
ATA	ATA WA Forum Goal Setting for Success	3	6	18	-	-	-	-	6	-	-	Main Roads, Don Aitken Centre, Waterloo Crescent, East Perth	273
Institute of Internal Auditors	Breaking the bullying cycle/Killing your culture	2	2	4	-	-	-	1	1	-	-	ATO locations	270
Australian Institute of Management	Building an Innovation Culture	12	1	12	-	-	-	-	1	-	-	76 Birkdale Street, Floreat, WA	874
Qld Law Society	CPD compulsories	3	8	24	-	-	-	2	3	3	-	Law Society House, Level 2, 179 Ann Street, Brisbane	4,400

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Mindwerx	Creative Innovation 2012 Conference	18	1	18	-	-	-	-	-	1	-	Sofitel On Collins, Melbourne	2,635
CIT Solutions	Harnessing your Critical Thinking	6	11	66	-	-	-	2	6	3	-	Canberra Institute of Technology, Bruce, Canberra	3,477
AHRI	HR Masterclass	6	3	18	-	-	-	-	2	1	-	Commercial Club - Albury	345
Telesis Events	Human Capital Strategic Planning	6	1	6	-	-	-	-	-	1	-	Marriott Melbourne Hotel, Lonsdale Street, Melbourne	545
Intrepid Minds	Implementing Effective Organisational Change in the Public Sector	12	3	36	-	-	-	-	1	2	-	Novotel, Canberra, ACT	7,685
Australian Institute of Management	Influencing your cat, your daughter or your CEO - which is harder?	6	1	6	-	-	-	-	1	-	-	Ground floor, 14 Childers St (corner of University Ave) Canberra, ACT 2601	27
Clayton Utz	Intensive Negotiation Skills	12	11	132	-	1	-	1	5	4	-	ATO locations	19,620
Tax Institute of Australia	International Masterclass	6	1	6	-	-	-	-	-	1	-	RACV Club, 501 Bourke Street, Melbourne	332
Institute of Public Administration (IPAA)	Dan Pink Seminar - Drive: the ultimate guide to workplace motivation and employee engagement	6	1	6	-	-	-	-	1	-	-	The Wesley Conference Centre, 220 Pitt St, Sydney NSW 2000	814
Intrepid Minds	LEAN Government Conference	12	4	48	-	-	-	-	-	4	-	Hyatt Hotel Canberra 120 Commonwealth Avenue Canberra, ACT, 2000	7,586
Institute of Public Administration (IPAA)	Machinery of Govt: Challenges, Opportunities and Benefits	6	2	12	-	-	-	-	1	1	-	Level 9, 100 Edward Street, Brisbane	1,851
Australian Institute of Management	Managing & Implementing Change	12	4	48	-	-	-	1	3	-	-	Sydney - 215 Pacific Highway, North Sydney NSW 2059	5,073

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Melcrum Ltd	Melcrum Internal Communication Black Belt Program	12	22	264	-	2	2	7	8	3	-	ATO Offices	23,860
CPP Asia Pacifica	Myers-Briggs Type-Indicator	12	1	12	-	-	-	-	1	-	-	CPP Asia Pacific, Level 7, 369 Royal Parade, Parkville VIC 3052	2,545
Tonkin	Performance Management in the Public Sector	12	3	36	-	-	-	1	1	1	-	Rydges Lakeside Canberra Hotel, Canberra London Circuit	5,797
Knowledge Hut (Connaissances Hut Training and Consulting Pty Ltd	PMI Agile Certified Practitioner (ACP) Workshop	24	4	96	-	-	-	-	-	4	-	Level 1, 440 Collins Street, Melbourne	5,665
PM Global	PMoz 9th Annual Project Management Australia Conference	12	1	12	-	-	-	-	1	-	-	The Sebel and Citigate Albert Park Melbourne 65 Queens Rd Melbourne VIC 3004	1,291
Project Management Institute	Project Management Institute Conference	6	2	12	-	-	-	-	1	1	-	QT Hotel, Hanlan Street, Surfers Paradise 7 Staghorn Ave Surfers Paradise Qld 4217	700
THE LEADERSHIP CONSORTIUM	Senior Executive Forum	18	1	18	-	-	-	-	-	-	1	Aitken Hill Conference Centre, Dunhelen Lane, Yuroke Victoria	5,800
APSC	SES Events Subscription	2	3	6	-	-	-	-	-	-	3	Various Govt locations around Canberra	1,609
Society of Consumer Affairs Professionals (SOCAP)	SOCAP Australia International Symposium	18	3	54	-	-	-	-	2	-	1	Park Hyatt Hotel, Melbourne 1 St Andrews Pl, East Melbourne VIC 3002	5,168
Social Leadership Australia	Social Leadership Intensive for Indigenous Leaders	6	1	6	-	-	-	-	1	-	-	Benevolent society Level 1, 188 Oxford street Paddington	200
APSC	Stakeholder engagement	6	3	18	-	-	-	1	1	1	-	16 Furzer St, Phillip, ACT 2606	1,732

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AHRI	Strategic Workforce Planning: Understand and Mitigate Strategy Execution Risks	12	1	12	-	-	-	-	1	-	-	Cliftons Brisbane 288 Edward Street Brisbane QLD 4000	1,215
Skillpath Seminars	The Managing Multiple Projects Seminar	6	1	6	-	-	-	-	1	-	-	Hotel Grand Chancellor 23 Leichhardt Street Brisbane , QLD 4000	181
TOTAL			209	1948	1	3	2	42	77	60	24		269,495

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(a - d)

See Table 3 above.