

Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Industry Portfolio
Additional Budget Estimates Hearing 2013-14
27 February 2014

AGENCY/DEPARTMENT: DEPARTMENT OF INDUSTRY

TOPIC: Executive Coaching and Leadership Training

REFERENCE: Written Question – Senator Ludwig

QUESTION No.: AI-53

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.
5. 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).
6. 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 has incurred to use the location.
7. In relation to education/executive coaching and/or other leadership training services paid for by the department what agreements are made with employees in regards to continuing employment after training has been completed?
8. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

ANSWER

Please refer to SI-176 for details on Executive Coaching and Leadership Training for the period 7 September 2013 to 30 November 2014. Details on Executive Coaching and Leadership Training for the period 1 December 2013 to 28 February 2014 is below.

1. Total \$2,860 (GST exclusive).
2. All employees at the EL2 classification.
3. Twenty employees at the EL2 classification. Nil hours of study leave was granted to each eligible employee.
4. and 5. The service providers engaged for each service is listed in the following table:

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	Provision of the department's Management Action Program	Group based	20	EL2	5 Hours (per EL2 participant)	2,860	Part-day facilitation complete package

6. Nil response – program held on departmental premises.
7. This is at Manager's discretion. Training is generally identified as part of learning and development needs identified in individual performance agreements.
8. The information is not held centrally; to provide this level of detail would require an unreasonable diversion of resources.