

**Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
Industry, Innovation, Climate Change, Science, Research and Tertiary Education Portfolio  
Budget Estimates Hearing 2013-14  
3 and 4 June 2013

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

**TOPIC:** Executive Coaching and Leadership Training

**REFERENCE:** Written Question – Senator Bushby

**QUESTION No.:** BI-138

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.

**ANSWER**

Please refer to SI-172 and AI-139 for the total spending of Executive Coaching and Leadership Training for the period 1 July 2012 to 31 January 2013. Please refer to the following for the period 1 February 2013 to 31 May 2013.

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

1. Total \$30,204 (GST exclusive).
2. Fifty-six employees at the APS6 to EL2 classification.

3. Fifty-six employees at the APS6 to EL2 classification. No 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	Leadership & Development	Group	20	15 x EL2 5 x EL1	80	4,350	Complete package
ODS Leadership	Leadership & Development	Group	20	7 x EL1 13 x APS6	450	13,480	Complete Package
Wisdom Learning	Leadership & Development	Group	16	6 x EL2 7 x EL1 3 x APS6	112	4,095	Complete Package
Interaction Consulting Group	Leadership & Development	Group	13	4 x EL2 6 x EL1 3 x APS6	91	2,977	Complete Package
Global Learning	Leadership & Development	Group	14	5 x EL2 6 x EL1 3 x APS6	98	2,502	Complete Package
Berrico Consultants	Leadership & Development	One-on-one	8	5 x EL2 3 x EL1	8	2,800	Complete Package

6.

Location	No of Employees	Classification	Hours	Cost \$ (GST exclusive)
Boathouse by the Lake, Canberra	20	7 x EL1 13 x APS6	450	5,545

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

For the period 1 February 2013 to 31 May 2013 AIATSIS incurred no expenditure relating to coaching and leadership.

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

For the period 1 February 2013 to 31 May 2013 AIMS incurred no expenditure relating to coaching and leadership.

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

1. Total \$24,300 (GST exclusive).

2. Forty-five employees at the SES equivalent classification. This service is only offered to senior executives.
3. Forty-five employees at the SES equivalent classification. No study leave is required for this program.
4. and 5. The service providers engaged for each service is listed in the following table:

<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>
Becoming Better Pty Ltd	Mentoring coaching	Group	4	SES equivalent	6	2,520	Per session
Becoming Better Pty Ltd	Executive coaching	One-on-One	2	SES equivalent	2	1,000	Per hour
Ninox Consulting	Executive coaching	One-on-one	16	SES equivalent	34	10,986	Per hour
Wayne Pearce Advantage	Mentoring coaching	One-on-one	13	SES equivalent	14	5,600	Per hour
Wayne Pearce Advantage	Mentoring coaching	Group	10	SES equivalent	10.5	4,200	Per hour

6. All services were provided at ANSTO's Lucas Heights campus.

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

1. Total \$11,000 (GST exclusive).
2. One employee at the SES classification. This service is offered to senior executives only.
3. One employee at the SES classification. No hours of study leave were granted to each eligible employee.
4. and 5. The service providers engaged for each service is listed in the following table:

<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>
Jeff Whalan Learning Group	Executive group learning and coaching	One-on-one, group based and coaching sessions	1	SES	36	11,000	Complete Package

<b>Location</b>	<b>No of Employees</b>	<b>Classification</b>	<b>Total no of hours</b>	<b>Cost \$ (GST exclusive)</b>
Various locations Wollongong, Manly, Melbourne	1	SES Band 2	36	800*

\*This is an approximate cost per trip depending on location for flights and accommodation.

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

1. Total \$24,696 (GST exclusive).
2. Eight employees from EL1 to SES classification.
3. Eight employees from EL1 to SES classification. No hours of study leave were granted to each eligible employee.
4. and 5. The service providers engaged for each service is listed in the following table:

<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>
Vivente	Leadership / Executive development	One-on-one	1	EL1	2	450	Consultant fees
DGR Consulting	Leadership / Executive Coaching	One-on-one	2	EL1 EL2	15	6,750	Consultant fees
APSC	Leadership / Executive development	Group and One-on-one	5	EL1 SES	56	17,496	APSC fees to deliver leadership development

6. The services were all provided using ASQA facilities.

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

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

### **IP AUSTRALIA**

1. Total \$88,742 (GST exclusive).
2. Forty-three employees at the APS 5 to SES Band 1 classification.

3. Forty-three employees at the APS 5 to SES Band 1 classification. No hours of study leave were granted to each eligible employee.

4. and 5. The service providers engaged for each service is listed in the following table:

<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>
APSC	Combination of leadership and management	Group Based	7	1 x EL1 4 x EL 2 2 x SES Band 1	86.5	41,785	On completion
Bendelta	Leadership	Group Based	36	36 x APS5-6	1,362	43,819	Per month
Interaction Consulting	Individual coaching	One-on-one	1	1 x APS 5	6	1,272	Per hour
Yellowedge	Individual coaching	One-on-one	1	1 x SES Band 1	6	1,865	Per hour

6.

<b>Location</b>	<b>No of Employees</b>	<b>Classification</b>	<b>Total no of hours</b>	<b>Cost \$ (GST exclusive)</b>
APSC – Furzer Street, Woden ACT	7	1 x 1 EL1 4 x EL 2 2 x SES Band 1	86.5	Nil
Bendelta – various ACT locations	36	36 x APS5-6	1,362	21,314

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

For the period 1 February 2013 to 31 May 2013 TEQSA incurred no expenditure relating to coaching and leadership.

### **CLEAN ENERGY REGULATOR (CER)**

Please refer to Question No. 132 provided to the Environment and Communications Legislation Committee from the 2012-13 Additional Estimates for details on executive coaching and leadership for the period 1 July 2012 to 28 February 2013.

No centralised Executive Coaching or Leadership Training was purchased by the CER for the period 1 March 2013 to 31 May 2013. Individuals may have registered or purchased such services, however, information on individually sourced training from the financial management system is not disaggregated to provide details on what course or training was purchased.

### **CLIMATE CHANGE AUTHORITY (CCA)**

1. Total \$8,500 (GST exclusive).
2. Two employees at the SES Band 1 classification and two Executive Level 2 employees.
3. Two SES Band 1 employees and two Executive Level 2 employees. No hours of study leave were granted to each eligible employee.
4. and 5. The service providers engaged for each service is listed in the following table:

<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>
APSC SES Orientation	Training for newly appointed SES officers	Group based	2	SES Band 1	30	6,400	One off payment for full course delivery
The Resilient Leader	Leadership professional development	Group based	2	EL2	10	2,100	One off payment for full course delivery

6.

<b>Location</b>	<b>No of Employees</b>	<b>Classification</b>	<b>Total no of hours</b>	<b>Cost \$ (GST exclusive)</b>
APSC – Furzer Street, Woden ACT	2	SES Band 1	30	Nil
Causeway House Boardroom, Causeway Lane, Melbourne	2	EL2	10	Nil