

Senate Standing Committee on Environment and Communications
Answers to Senate Estimates Questions on Notice
Additional Estimates February 2017
Communications Portfolio
NBN Co Limited

Question No: 234

NBN Co Limited

Hansard Ref: Written, 14/03/2017

Topic: Executive Coaching and Leadership training

Senator Urquhart, Anne asked:

Since the change of Prime Minister on 14 September, 2015: Please provide the following information in relation to executive coaching and/or other leadership training services purchased:

- (a) Total spending on these services
- (b) The number of employees offered these services and their employment classification
- (c) 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)
- (d) The names of all service providers engaged For each service purchased form a provider listed under (4), please provide:
 - i. The name and nature of the service purchased
 - ii. Whether the service is one-on-one or group based
 - iii. The number of employees who received the service and their employment classification
 - iv. The total number of hours involved for all employees (provide a breakdown for each employment classification)
 - v. The total amount spent on the service
 - vi. A description of the fees charged (i.e. per hour, complete package)
- (e) Where a service was provided at any location other than the agency's own premises, please provide:
 - i. The location used
 - ii. The number of employees who took part on each occasion (provide a breakdown for each employment classification)
 - iii. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 - iv. Any costs the department or agency's incurred to use the location
- (f) 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?
- (g) For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

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Answer:

- (a) Executive Coaching and leadership could cover many of the training modules and initiatives nbn provides in order to ensure staff engagement remains high as the rollout ramps up to unprecedented levels. We interpret this question to cover specific training and or coaching for executive leaders, leader assessments and improvement programs, and leadership competency development programs across all levels of personnel who have direct reports. Since September 2015, this comes to \$2,799,851.
- (b)–(d). As these training modules occur right across the company and in many different cost centres, collating the level of detail requested would be a manual task and an unreasonable diversion of resources.
- (e) Such detail isn't specifically tracked. However, the majority of executive coaching engagements were conducted on nbn premises. Our leadership training services were predominately held at external facilities, although in a small number of instances they were held at nbn premises.
- (f) nbn's policy provides that if any employee leaves nbn while undertaking a course for which reimbursement has been approved, they will not be eligible to claim any expenses for that course. If an employee is terminated by nbn for unsatisfactory performance or misconduct, they may be required to repay any monies that have been provided in support of a Learning Activity. nbn may seek reimbursement from employees that leave within 12 months of completing a funded learning activity.
- (g) Study leave is only available for permanent staff. To attempt to disaggregate particular items of leave across the company and levels of staff would be an unreasonable diversion of resources.