

**Senate Standing Committee on Environment and Communications**

**Answers to Senate Estimates Questions on Notice**

**Additional Estimates Hearings June 2014**

**Communications Portfolio**

**Special Broadcasting Service**

**Question No: 432**

**Program No. SBS**

**Hansard Ref: In writing**

**Topic: Executive coaching and leadership training**

**Senator Ludwig asked:**

In relation to executive coaching and/or other leadership training services purchased by each Department/Agency, please provide the following information from 25 February, 2014 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/Agencies 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's 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.

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**Answer:**

1. \$40,000
2. 13
  - Manager – Individual Contributor (2)
  - Supervisor – Front line team leader (2)
  - Manager – Department Head (8)
  - Executive (1)
3. As per question 2. No study leave was granted.
4. Door Training
5. (a) High Performance Coaching Program with a mix of classroom based workshops and one on one coaching.
  - (b) Combination of both one-on-one and group based.
  - (c) 13 - as per question 2
  - (d) 16 hours per person
  - (e) \$40,000 as per question 1
  - (f) Complete package
6. N/A
7. Nil
8. Nil

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