

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

26 February 2014

Question: AET 259-263

Topic: Executive Coaching & Leadership Training (ASIC)

Written: 5 March 2014

Senator LUDWIG asked:

259. In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information from Supplementary Budget Estimates in November 2013 to date:
- 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
260. For each service purchased from a provider listed under (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)
261. 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's incurred to use the location
262. 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?

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263. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answer:

Please note due to the previous response submitted taking figures up to 30 November 2013. All dates and figures are 1 December 2013 to 28 February 2014 with the exception of aet263 which is 1 September 2013 – 28 February 2014.

259.

- a. ASIC's total spend on these services 1 December 2013 to 28 February 2014 was \$59,861.
- b. General management training was available to all levels of staff (approximately 1900 staff in total). Individual coaching was provided to selected SES staff who it was determined would benefit from coaching as part of their individual development plans.
- c. Participation in a group coaching program was offered to all EL2 staff in managerial roles. No study leave was provided for these activities, as they were undertaken in work hours. All training activity was held on ASIC premises.

260. Please refer to attached spread sheet for executive coaching & leadership training.

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262. We have no agreements with employees with regards to continuing employment after executive coaching and leadership training, however within our studies policy the below applies (exert taken from studies policy)

'If a team member resigns before they complete their course, or within one year after completing their course, ASIC will recover any reimbursements paid to their for study expenses within the last 12 months.

If the team member is transferring to another APS Agency, this does not apply.

If the team member resigns more than one year after receiving a study reimbursement, they are not required to repay ASIC for study assistance expenses.'

263. The below tables outline approved study leave by classification and course type.

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Study leave 1 September 2013- 28 February 2014	
Classification Level	No of Participants
ASIC2	6
ASIC3	25
ASIC4	47
EXEC 1	36
EXEC 2	25
SES	1
TOTAL	140

Study Leave 1 September 2013- 28 February 2014	
Tertiary Courses	No of Participants
Accounting & Finance	31
Business & Management	15
Communications / Education	6
Information Technology	11
Law / Corporate Governance	70
Miscellaneous	7
TOTAL	140