

**Senate Economics Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Additional Estimates

2015 - 2016

**Department/Agency: TREASURY**

**Question: AET 395-400**

**Topic: Executive coaching and leadership training**

**Reference: written - 19 February 2016**

**Senator: Ludwig, Joe /Wong, Penny**

**Question:**

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 by each department/agency:

395. Total spending on these services

396. The number of employees offered these services and their employment classification

397. 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)

398. The names of all service providers engaged 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)

399. 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's incurred to use the location

340. 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?

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

**Answer:**

395. Total spending on executive coaching and leadership training services from 14 September 2015 to 29 February 2016 was \$282 956.60.
396. Executive coaching and leadership training was offered to all staff at the APS6 – SES Band 3 classifications.
397. Staff do not need to access study leave.
- 398.

a.

<b>Provider</b>	<b>Program name</b>	<b>No of participants</b>	<b>Levels</b>	<b>Cost</b>	<b>Venue</b>
Bendelta Pty Limited	Group based leadership and management training - <i>Management Development Program</i>	20	EL1 x 16 EL2 x 4	\$21,741.28	The Boat House by the Lake (\$6,560.00)
Vantage Point Consulting Pty Ltd	Group based leadership training - <i>Treasury Executive Leadership Program</i>	22	EL2 x 22	\$201,750.00	Ibis Styles Canberra Eaglehawk (\$11,826.00) Hotel Realm (\$11,449.32)
The Cranlana Programme	Group based leadership training - <i>Cranlana Graduate Colloquium</i>	5	APS 6 x 5	\$25,050.00	HC Coombs Centre (no further cost)
Australian Public Service Commission	Leadership Training (various) - <i>Public programs</i>	3	EL1 x 2 EL2.x 1	\$4,580.00	APSC (no further cost)

- b. Executive coaching is usually a one on one arrangement. Leadership training is delivered to groups.
- c. Please see response at 4 (a).
- d. To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.
- e. Please see response at 4 (a).
- f. Fees for executive coaching are based on a per hour cost. Fees for leadership training are based on a complete package.

399.

- a. Please see response at 4(a).

- b. Please see response at 4(a).
  - c. To attempt to determine the total time commitment for each participant would involve an unreasonable diversion of departmental resources.
  - d. Please see response at 4(a).
400. There is a return to service obligation for staff who receive financial assistance for formal study. There is no obligation for staff who receive executive coaching or leadership training to remain in the department.