

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

2015 - 2016

Department/Agency: ACNC

Question: AET 422-428

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:

422. Total spending on these services
423. The number of employees offered these services and their employment classification
424. 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)
425. The names of all service providers engaged For each service purchased form 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)
426. 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
427. 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?
428. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answer:

422. The ACNC spent \$4,835.00 during the period of 14 September 2015 – 29 February 2016 on other leadership training.

423. Three employees were offered these services and their classifications were EL1 and EL2.

424. The employee breakdown for who utilised this service is as follows:

Number of Employees	Employment Classification
3	EL1
	EL21
	EL22

All training was/is to be undertaken during normal business hours and no study leave required.

425. a), b), c), e) and f)

Name of training	Nature of services	Provider	Level	Number of participants	Hours	Total Cost	Description of fees	Delivery method
Designing and Leading High Performance Teams	Leadership Conference	Australian Government Leadership Network (AGLN)	EL2.1	1	7.21	\$1,420.00	Complete package	Group based (Offsite)
			EL2.2	1	7.21			
EL1 Leading and Managing Small Teams	Management Training	Australian Public Service Commission (APSC)	EL1	1	21.63	\$2,820.00	Complete package	Group based (APSC site)
Influencing, Negotiation and Persuasion Skills for Executive Levels	Leadership Training	APSC	EL1	1	7.21	\$595.00	Complete package	Group based (APSC site)
Totals					43.26 hours	\$4,835.00		

d) The breakdown of employees for these services is as follows:

Number of Employees	Employment Classification	Attendance hours
3	EL1	28.84
	EL21	7.21
	EL22	7.21

426. a) The sessions were hosted by the APSC in their training rooms in Woden, (Canberra), as well as the Melbourne Convention and Exhibition Centre for the AGLN Conference.

b) Three employees were offered these services and their classifications were EL1 and EL2. The EL1 attended both APSC training courses.

c)

Number of Employees	Employment Classification	Attendance hours
3	EL1	28.84
	EL21	7.21
	EL22	7.21

d) The ACNC did not incur any costs to use the location.

427. The ACNC doesn't have any agreements in place with their employees about their continuation of employment, after training has been completed. Attendance at all learning and development sessions forms a part of employee performance development agreements and their ongoing professional development. Employees who attend training are required to share their knowledge with other employees within the ACNC as appropriate.

428. Not applicable.