

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

2015 - 2016

Department/Agency: Australian Taxation Office

Question: AET 450-456

Topic: Executive coaching and leadership training

Reference: written - 19 February 2016

Senator: Ludwig, Joe

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:

450. Total spending on these services
451. The number of employees offered these services and their employment classification
452. 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)
453. 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)
454. 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
455. 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?
456. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answers:

450. Total ATO expenditure on purchased executive coaching and leadership training services in the period 14 September 2015 to 31 January 2016 is \$276,488.

451. Executive coaching is available to all ATO senior executive service officers. The number of substantive senior executive service officers who were offered these services as at 31 January 2016 is 223.

Leadership training is available to all ATO staff. Access is prioritised according to development needs agreed between the individual and their manager during formal performance management discussions or promotion/transfer to a new classification or function.

452. The number of employees who utilised executive coaching and leadership training programs in the period 14 September 2015 to 31 January 2016 is 46. Seven senior executive service officers utilised executive coaching services and 39 employees utilised leadership training services.

A summary of the number of employees and their employment classification is provided in the table below:

Number of employees who utilised executive coaching or other leadership training										
	APS1	APS2	APS3	APS4	APS5	APS6	EL1	EL2	SES	Total
Total	0	0	0	0	0	0	12	21	13	46

Formal study leave was not accessed by employees to attend executive coaching sessions or purchased leadership training programs.

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- a. The names of all service providers engaged to deliver executive coaching and leadership training in the period 14 September 2015 to 31 January 2016 are listed below:

Executive coaching	<ul style="list-style-type: none"> • Amanda Horne Pty Ltd • GMR Executive Coaching • Institute of Executive Coaching and Leadership Australia Pty Ltd • People Measures
Leadership training programs	<ul style="list-style-type: none"> • American Chamber of Commerce in Australia • Australia and New Zealand School of Government (ANZSOG) • Australian Institute of Company Directors • Australian Public Service Commission (APSC)

The executive coaching and leadership training services purchased by the ATO in the period 14 September 2015 and 31 January 2016 were for the provision of coaching services, the design and development of leadership training programs and for facilitation and/or program delivery.

- b. The majority of employees who utilised these services did so as part of a group with the exception of coaching which was accessed as a one-on-one service.

- c. The number of employees who utilised these services was 46. Seven senior executive service employees utilised executive coaching services and 39 employees utilised leadership training services (see table below).
- d. The total number of hours invested was 455 hours (see table below). Executive coaching was 47.5 hours and leadership training was 407.5 hours.

Number of employees who utilised executive coaching and leadership training and hours invested										
	APS1	APS2	APS3	APS4	APS5	APS6	EL1	EL2	SES	Total
No.	0	0	0	0	0	0	12	21	13	46
Hours	0	0	0	0	0	0	23	253	179	455

- e. The total amount spent on executive coaching and leadership training services was \$276,488. The amount spent on executive coaching services was \$27,425 and leadership training was \$249,063.
- f. Fees for executive coaching and leadership training services were charged on a complete package rate basis.

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- a. Executive coaching and leadership training was held in a range of capital cities determined by the providers.
- b. The number of employees who utilised executive coaching or leadership training in locations outside of the ATO premises was 16 (see table below).
- c. The total number of hours invested was 433 (see table below).

Number of employees who utilised executive coaching or other leadership training in locations outside of the ATO premises								
	APS3	APS4	APS5	APS6	EL1	EL2	SES	Total
No.	0	0	0	0	1	8	7	16
Hours	0	0	0	0	12	240	181	433

- d. Costs associated with external venues were included as part of the service provided and not an additional expense incurred by the ATO.

455. No agreements in relation to continuing employment were made with employees who utilised executive coaching and/or leadership training.

456. The total number of employees who utilised part-time study to undertake graduate or post graduate studies in the period 14 September 2015 to 31 January 2016 is 16. Details of the staffing allocation and degree or program are listed in the table below.

Number of employees who used part-time study leave to undertake training in executive coaching or other leadership training related degrees	
Degree title	Number of employees
Bachelor of Business (Human Resource Management)	2
Bachelor of Business (Management and Leadership)	1
Bachelor of Business (Management)	4
Doctor in Philosophy (Public Sector Management)	1
Graduate Certificate in Business Management (Risk Management)	1
Graduate Certificate in Human Resource Management	1
Graduate Certificate in Management	1
Graduate Certificate in Organisational Coaching	1
Master of Business Administration (Executive)	1
Master of Business in Human Resource Management	1
Master of Human Resources	1
Master of Project Leadership	1
Total	16