

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates

5 June 2013

Question: BET 1064-1066

Topic: Executive Coaching and Leadership Training (ATO)

Written

Senator BUSHBY asked:

1064. In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information for this financial year to date:

- a) Total spending on these services
- b) The number of employees offered these services and their employment classification
- c) 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)
- d) The names of all service providers engaged

1065. For each service purchased from a provider listed under 1064(d), please provide:

- a) The name and nature of the service purchased
- b) Whether the service was 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)

1066. 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/agency incurred to use the location

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates

5 June 2013

Answer:

1064. In 2012-13 to 31 March 2013, the following executive coaching services and other leadership training were purchased.

(a) & (c)

Table 1 provides details of coaching and leadership costs together with a breakdown of ATO ongoing employees utilising these services by APS level.

Table 1: 2012-13 to 31 March 2013 - executive coaching and leadership training

Service	APS3	APS4	APS5	APS6	EL1	EL2	SES	Staff total	Amount (\$) (GST exclusive)
Executive coaching	0	0	0	0	0	1	3	4	9,430
Other leadership training	2	7	11	61	112	82	41	316	414,630
Total	2	7	11	61	112	83	44	320	424,060

No study leave was granted for these services as they were conducted during work hours.

(b)

Executive coaching is offered to 2,352 employees at the EL2 and SES level. Other leadership training is available to employees at all levels.

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates

5 June 2013

(d)

Executive coaching providers	Leadership training providers
Emergence International Pty Ltd	AHRI (Australian Human Resources Institute)
Focused Future	ANZSOG (Australia and New Zealand School of Government)
	APSC (Australian Public Service Commission)
	ATA (Australian Teleservices Association)
	Australia and New Zealand School of Government (ANZSOG)
	Australian Institute of Company Directors
	Australian Institute of Management
	Australian Institute of Project Management
	Australian Psychological Society
	Being Human Pty Ltd
	CIT Solutions
	Clayton UTZ
	CPP Asia Pacific
	Institute of Arbitrators and Mediators Australia
	Institute of Internal Auditors
	Intrepid Minds
	Institute of Public Administration (IPAA)
	Knowledge Hut
	LEADR
	Lean Enterprise Australia
	Liquid Learning Group
	Melcrum Ltd
	Mindwerx International Pty Ltd
	PM Global
	Project Management Institute
	Queensland Law Society
	Skillpath Seminars
	Social Leadership Australia
	Society of Consumer Affairs Professionals (SOCAP)
	Software Education Australia Pty Ltd
	Tax Institute of Australia
	Telesis Events
	The Leadership Consortium
	Tonkin
	University of Melbourne
	WHON Pty Ltd (Jeff Whalan Learning Group)
	Workplace Training & Advisory Australia Pty Ltd

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates

5 June 2013

1065. (a – f)

Table 2 provides a summary of executive coaching services purchased in 2012-13 to 31 March 2013. Fees outlined are the total cost charged by each provider per complete package. The services were provided on a one-on-one basis at ATO premises.

Table 2: 2012-13 to 31 March 2013 executive coaching

Provider	Course Name	Hrs	No. of Staff	Total Hrs	APS3	APS4	APS5	APS6	EL1	EL2	SES	Location	Value (\$)
Emergence International Pty Ltd	Executive Coaching	9.5	3	9.5							3	ATO Offices	4,750
Focused Future	Executive Coaching	7.5	1	7.5						1		ATO Offices	4,680
			4	17	0	0	0	0	0	1	3		9,430

Table 3 below provides a summary of other leadership training services purchased in 2012-13 to 31 March 2013. Fees outlined are the total costs charged by each provider per complete package. Services were provided at external locations. Costs to the ATO for using a location outside ATO premises were rolled into the overall cost of the course. All services were provided on a group basis.

Table 3: 2012-13 to 31 March 2013 other leadership

Provider	Course Name	Hrs	No. of Staff	Total Hrs	APS3	APS4	APS5	APS6	EL1	EL2	SES	Location	Value (\$)
AHRI	HR Masterclass	6	3	18					2	1		Commercial Club - Albury	345
AHRI	Strategic Workforce Planning: Understand and Mitigate Strategy Execution Risks	12	5	60	1		1	2	1			Cliftons Brisbane 288 Edward Street Brisbane QLD 4000	6,415
ANZSOG	Annual Conference	18	2	36							2	Cliftons Perth, WA - Ground Floor, 191 St Georges Terrace	2,736
ANZSOG	Strategy and Organisational Transitions in the Public Sector Executive Workshop	12	2	24						1	1	University of NSW, 1 O'Connell Street, Sydney, New South Wales 2000	4,205
ANZSOG	Women in Leadership	21	2	42						2		Marriott hotel – Cnr Lonsdale & Exhibition Street, Melbourne	7,500

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates

5 June 2013

Provider	Course Name	Hrs	No. of Staff	Total Hrs	APS3	APS4	APS5	APS6	EL1	EL2	SES	Location	Value (\$)
ANZSOG	Women in Leadership	24	1	24							1	Level 4, 204 Lygon St, Carlton, VIC	4,091
ANZSOG	Leadership in times of crisis	12	2	24							2	Cliftons, Cnr Georges Terr & William St, Perth, WA	4,318
APSC	Australian Government Leadership Network Annual Conference - NSW	12	3	36						3		Doltone House Jones Bay Wharf, Pyrmont Point Sydney	3,727
APSC	Australian Government Leadership Network Annual Conference - SA	6	14	84				1	5	7	1	Sebel Palyford, 120 North Terr, Adelaide	8,318
APSC	Australian Government Leadership Network Annual Conference - VIC	12	3	36						2	1	South Wharf Meetings and Events, Docklands, Melbourne	3,727
APSC	Australian Government Leadership Network Annual Conference - WA	6	25	150				2	13	9	1	Burswood Convention Center/277 Great Eastern Highway Burswood, WA	14,818
APSC	Australian Government Leadership Network Annual Conference 2012 - TAS	6	3	18					1	2		Museum of Old and New Art, 655 Main Road, Berriedale, TAS	1,877
APSC	Creating Public Value - Innovation across 3 sectors	3	1	3						1		The Lobby Restaurant, King George Terrace, Parkes ACT	336
APSC	Essential writing for Executive Levels	6	3	18					2	1		16 Furzer St, Phillip, ACT 2606	1,732
APSC	Executive Level Transition - EL1	6	2	12				1	1			Level 10 414 Latrobe Street, Melbourne	1,160
APSC	Executive Level Transition - EL2	6	1	6						1		16 Furzer St, Phillip, ACT 2606	580
APSC	Influencing Skills for Executives	6	4	24					4			16 Furzer St, Phillip, ACT 2606	2,309

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates

5 June 2013

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APSC	Innovation in the APS - Information session for SES	2	1	2							1	16 Furzer St Phillip ACT 2606	115
APSC	Leading Australia's Future in Asia	126	1	126							1	Various locations throughout Asia	27,800
APSC	Leading Australia's Future in the Asia-Pacific	90	1	90							1	Various locations throughout Asia-Pacific Region	23,409
APSC	Leading small teams	12	1	12			1					16 Furzer St, Phillip, ACT 2606	1,135
APSC	SES Events Subscription	2	3	6							3	Various Govt locations around Canberra	1,609
APSC	SES Band 1 Leadership development program	36	2	72							2	16 Furzer St, Phillip, ACT 2606	20,000
APSC	SES Band 2 Leadership development	28	1	28							1	16 Furzer St, Phillip, ACT 2606	16,455
APSC	SES Band 2 Talent development	200	1	200							1	Canberra and Melbourne - location varies	16,455
APSC	SES Orientation	12	14	168							14	16 Furzer St, Phillip, ACT 2606	45,218
APSC	SES Role Evaluation Methodology Training	6	6	36					1	3	2	16 Furzer St, Phillip, ACT 2606	840
APSC	Shaping Strategic Thought	6	2	12					2			16 Furzer St, Phillip, ACT 2606	1,160
APSC	Stakeholder engagement	6	3	18				1	1	1		16 Furzer St, Phillip, ACT 2606	1,732
APSC	Strategic Thinking	6	2	12				2				Level 10 414 Latrobe Street, Melbourne	1,160
APSC	Strategic Thinking	6	3	18			2		1			215 Adelaide St, Brisbane, QLD	1,740
APSC	Whole of Government Collaborative Policy	6	1	6					1			16 Furzer St, Phillip, ACT 2606	577
ATA	ATA WA Forum Goal Setting for Success	3	6	18					6			Main Roads, Don Aitken Centre, Waterloo Crescent, East Perth	273

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates

5 June 2013

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Australian Institute of Company Directors	Company Directors Course	30	1	30							1	241 Adelaide St, Brisbane, Qld	6,025
Australian Institute of Management	Building an Innovation Culture	12	1	12				1				76 Birkdale Street, Floreat, WA	874
Australian Institute of Management	Influencing your cat, your daughter or your CEO - which is harder?	6	1	6					1			Ground floor, 14 Childers St (corner of University Ave) Canberra, ACT 2601	27
Australian Institute of Management	Managing & Implementing Change	12	4	48				1	3			Sydney - 215 Pacific Highway, North Sydney NSW 2059	5,073
Australian Institute of Management	Economic Preview 2013 - Beyond the hype	2	1	2							1	National Convention Centre, Ballroom, Constitution Drive Canberra, Australian Capital Territory 2600 Australia	100
Australian Institute of Project Management	AIPM National Conference 2013	18	3	54					1	2		Crown Promenade Hotel, Melbourne	4,077
Australian Psychological Society	Shadow and Laser Coaching Workshop	12	2	24					2			489 Elizabeth Street, Melbourne	795
Australian Psychological Society	Shadow and Laser Coaching Workshop	12	1	12						1		Sydney Law School New Law Building Law Foyer, F10, Eastern Avenue, University of Sydney	1,591
Being Human Pty Ltd	PROSCI certification course	18	1	18						1		31 Shoalhaven Street , Kiama , NSW 2533	5,227
CIT Solutions	Harnessing your Critical Thinking	6	11	66				2	6	3		Canberra Institute of Technology, Bruce, Canberra	3,477
Clayton Utz	Intensive Negotiation Skills	12	11	132		1		1	5	4		ATO Offices	19,620

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates

5 June 2013

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CPP Asia Pacific	Myers-Briggs Type-Indicator	12	1	12					1			CPP Asia Pacific, Level 7, 369 Royal Parade, Parkville VIC 3052	2,545
Direct Health Solutions	Absence Management	3.5	29	102	1			24	3	1		ATO locations	17,601
Graham Gourlay	Supporting individuals & workgroups to eliminate bullying	1.5	15	22.5				1	13	1		ATO Office, Hobart	200
Institute of Arbitrators and Mediators Australia	It's All Your Fault! Managing High Conflict People and Behaviours	6	4	24					1	3		IAMA Dispute Resolution Centre, Sydney CBD	2,376
Institute of Internal Auditors	Breaking the bullying cycle/Killing your culture	2	2	4				1	1			ATO Offices	270
Institute of Public Administration (IPAA)	Creating Productive and Healthy Organisations	3	4	12				1	2	1		Bonython Hall, North, Terrace, Adelaide	182
Institute of Public Administration (IPAA)	Dan Pink Seminar - Drive: the ultimate guide to workplace motivation and employee engagement	6	1	6					1			The Wesley Conference Centre, 220 Pitt St, Sydney NSW 2000	814
Institute of Public Administration (IPAA)	Machinery of Govt: Challenges, Opportunities and Benefits	6	2	12					1	1		Level 9, 100 Edward Street, Brisbane	1,851
Intrepid Minds	Implementing Effective Organisational Change in the Public Sector	12	3	36					1	2		Novotel, Canberra, ACT	7,685
Intrepid Minds	LEAN Government Conference	12	4	48						4		Hyatt Hotel Canberra 120 Commonwealth Avenue Canberra, ACT, 2000	7,586
Knowledge Hut (Connaissances Hut Training and Consulting Pty Ltd)	PMI Agile Certified Practitioner (ACP) Workshop	24	4	96						4		Level 1, 440 Collins Street, Melbourne	5,665
LEADR	Conflict Coaching Workshops	24	2	48					2			ATO Offices	3,728
Lean Enterprise Australia	Lean Leader as a Coach workshops	6	3	18					2	1		Melbourne Hilton on the Park, 192 Wellington Parade, East Melbourne	1,850

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates

5 June 2013

Provider	Course Name	Hrs	No. of Staff	Total Hrs	APS3	APS4	APS5	APS6	EL1	EL2	SES	Location	Value (\$)
Liquid Learning Group	3rd Annual National Leadership Psychology Conference 2013	12	3	36						3		Rendezvous Hotel 328 Flinders Street Melbourne VIC 3000	6,285
Melcrum Ltd	9th Annual Melcrum Summit	12	3	36					1	2		Pullman Hotel, Hyde Park, Sydney	6,013
Melcrum Ltd	Melcrum Internal Communication Black Belt Program	12	22	264		2	2	7	8	3		ATO Offices	23,860
Mindwerx	Critical and Creative Thinking	8	21	168		2	2	7	7	3		ATO Office - Brisbane	4,095
Mindwerx	Creative Innovation 2012 Conference	18	1	18						1		Sofitel On Collins, Melbourne	2,635
PM Global	PMoz 9th Annual Project Management Australia Conference	12	1	12					1			The Sebel and Citigate Albert Park Melbourne 65 Queens Rd Melbourne VIC 3004	1,291
Project Management Institute	Project Management Institute Conference	6	2	12					1	1		QT Hotel, Hanlan Street, Surfers Paradise 7 Staghorn Ave Surfers Paradise Qld 4217	700
Queensland Law Society	CPD compulsories	3	8	24		2	1	3	1	1		Law Society House, Level 2, 179 Ann Street, Brisbane	4,400
Skillpath Seminars	The Managing Multiple Projects Seminar	6	1	6						1		Hotel Grand Chancellor 23 Leichhardt Street Brisbane , QLD 4000	181
Skillpath Seminars	Conflict Management skills for Women Seminar	6	1	6					1			Travelodge Newcastle corner king & steel street	250
Skillpath Seminars	Dealing Effectively with unacceptable employee behaviour	6	1	6				1				Mercure Hotel 156 Bathurst Street Hobart TAS	181
Social Leadership Australia	Social Leadership Intensive for Indigenous Leaders	6	1	6					1			Benevolent society Level 1, 188 Oxford street Paddington	200

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates

5 June 2013

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Society of Consumer Affairs Professionals (SOCAP)	SOCAP Australia International Symposium	18	3	54					2		1	Park Hyatt Hotel, Melbourne 1 St Andrews Pl, East Melbourne VIC 3002	5,168
Software Education Australia Pty Ltd	Business Systems Analysis	30	2	60			2					379 Queens St, Brisbane, 4000	5,200
Tax Institute of Australia	International Masterclass	6	1	6						1		RACV Club, 501 Bourke Street, Melbourne	332
Tax Institute of Australia	March Breakfast Club: Contractors vs Employee	1.5	1	1.5				1				2 Wallen Rd, Hawthorn VIC 3122	250
Telesis Events	Human Capital Strategic Planning	6	1	6						1		Marriott Melbourne Hotel, Lonsdale Street, Melbourne	545
Telesis Events	Women in Leadership	6	1	6						1		Marriott hotel – Corner of Lonsdale and Exhibition Street	1,181
The Leadership Consortium	Senior Executive Forum	18	1	18							1	Aitken Hill Conference Centre, Dunhelen Lane, Yuroke Victoria	5,800
Tonkin	Performance Management in the Public Sector	12	3	36				1	1	1		Rydgges Lakeside Canberra Hotel, Canberra London Circuit	5,797
University of Melbourne	United Nations Corporate Sustainability Leadership: Building Business Integrity, Preventing Corruption.	4.5	1	4.5							1	ANZ Centre, Upper Ground Floor, 833 Collins Street Docklands VIC 3008	250
WHON Pty Ltd (Jeff Whalan Learning Group)	Executive Learning Group membership	(12 mth open membership)	1								1	4 Millen St Hughes, ACT (head office)	12,000

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates

5 June 2013

Workplace Training & Advisory Australia Pty Ltd	Succeeding in Leadership	12	1	12						1		Ryldges, Broadway Room, 186 Exhibition Street, Melbourne 3000	905
TOTAL			316	3099	2	7	11	61	112	82	41		414,630

1066.

(a - d)

See table 3 above.