

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

20-21 November 2013

Question: SBE 623-627

Topic: Executive Coaching and Leadership Training (ATO)

Written: 29 November 2013

Senator LUDWIG asked:

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information from 7 September 2013 to date:

623. Total spending on these services
624. The number of employees offered these services and their employment classification
625. 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)
626. The names of all service providers engaged, and please list from each:
 - 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)
627. 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

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Answer:

In relation to executive coaching and other leadership training, from 7 September to 30 November 2013:

623. The ATO spent \$260,530.79 (GST exclusive).

624. The ATO made executive coaching available to 2,296 employees at the EL2 and SES level and other leadership training was made available to any ATO employee.

625. Executive coaching or other leadership training was utilised by 261 agency employees.
No study leave was granted for these services as they were conducted during work hours.

* NA = Not Assigned which refers to employees that have since left the ATO

Number of employees who utilised executive coaching or other leadership training									
* NA = Not Assigned which refers to employees that have since left the ATO									
Service	APS 3	APS 4	APS 5	APS 6	EL1	EL2	NA	SES	Total
Total	8	16	11	62	89	51	1	23	261

626. All executive coaching and other leadership training are charged on a complete package basis.

One-on-one executive coaching was provided to two ATO employees. The ATO engaged services from the following providers for executive coaching:

- Exceptional Talent Pty Ltd
- Possibility To Reality Pty Ltd

627. Group sessions for Leadership training were provided to 259 agency employees at a cost of \$249,912.61 (GST exclusive).

The agency engaged services from the following providers for leadership training:

- Attorney-General's Department
- Australia and New Zealand School of Government (ANZSOG)
- Australian Human Resources Institute (AHRI)
- Australian Public Service Commission (APSC)
- Comcare Australia
- Emotional Intelligence Pty Ltd
- International Quality and Productivity Centre (IQPC)
- Intrepid Minds Pty Ltd
- Jeff Whalan Learning Group
- Leadership Management Australia - Farley Group
- LEADR Association of Dispute Resolvers
- Liquid Learning Group Pty Ltd
- Marcus Evans Conferences
- Melcrum Ltd (Melcrum Publishing Pty Ltd)
- MGSM Limited
- Odyssey Training
- Ovum Pty Ltd
- Proteus Enterprises Pty Ltd
- Results Consulting
- University of Melbourne
- Wood Family Trust

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- Workplace Training and Advisory Aust. Pty Ltd
- Effective People
- Yellow Edge
- People and Strategy

Number of employees who received the service and total amount spent

* NA = Not Assigned which refers to employees that have since left the ATO

Service	APS3	APS4	APS5	APS6	EL1	EL2	SES	NA	Total	Total spend (\$ GST Exclusive)
Executive coaching						1	1		2	10,618.18
Leadership training	8	16	11	62	89	50	23	1	259	249,912.61

Hours involved in the service

Service	APS3	APS4	APS5	APS6	EL1	EL2	SES	NA	Total
Executive coaching						6	9		15
Leadership training	48	93.5	68	469.5	982	496	431	6	2594

628. Venue hire costs were included as part of the service provided and not an additional expense incurred by the agency. Suppliers provided services in the following locations:

- Brisbane CBD
- Brisbane Convention and Exhibition Centre, Grey St, South Brisbane QLD
- etc

Number of employees who attended at a venue other than the agency's premises

Service	APS3	APS4	APS5	APS6	EL1	EL2	SES	Total employees	Total spend (\$ GST Exclusive)
Executive coaching						1		1	0
Leadership training		1	7	13	21	25	21	259	0

Hours involved in the service at a venue other than the agency's premises

Service	APS3	APS4	APS5	APS6	EL1	EL2	SES	Total hours
Executive coaching						6		6
Leadership training		6	44	135	229	264	427.5	1105.5