

**Senate Economics Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Supplementary Budget Estimates

2014 - 2015

**Department/Agency: ASIC**

**Question: SBT1745-1751**

**Topic: Executive Coaching and Leadership Training**

**Reference: written - 30 October 2014**

**Senator: Ludwig, Joe**

**Question:**

Since Budget Estimates in June, 2014:

Please provide the following information in relation to executive coaching and/or other leadership training services purchased by each department/agency:

1745. Total spending on these services
1746. The number of employees offered these services and their employment classification
1747. 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)
1748. 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)
1749. 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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1750. 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?
1751. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

**Answer:**

**1745. Total spending on these services**

**Answer:** ASIC's total spend on these services from 6 June 2014 – 30 October 2014 was \$84,797.

- 1746 The number of employees offered these services and their employment classification
1747. 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)
1748. 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)

**Answers to 1746-1748:** Please see table overleaf for answers.

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SBT1746-1748 EXECUTIVE COACHING AND LEADERSHIP TRAINING 6 June 2014-30 October 2014									
Provider	Service	Nature	One on One/Grp	Number of Employees	Employment Classification	Hrs. per attendee	Fee Description	Cost (exl GST)	Total spend by provider (ex GST)
Bendelta Pty Ltd	Delivery	SES development - workshops	Group	23	SES	1.5	per hour	\$28,530.00	
Bendelta Pty Ltd	Delivery	Senior Executive strategy workshops	Group	5	Commission	3	per hour	\$18,792.00	
<b>Bendelta Total</b>									<b>\$47,322.00</b>
Maura Fay	Delivery	`	Group	132	EL2	7	per day	\$70,117.00	
<b>Maura Fay Total</b>									<b>\$70,117.00</b>
NIDA	Coaching	Coaching (G)	One on One	1	SES	6	per hour	\$2,700.00	
NIDA	Coaching	Coaching (D)	One on One	1	SES	6	per hour	\$2,700.00	
NIDA	Coaching	Coaching (Gr)	One on One	1	SES	4	per hour	\$1,800.00	
NIDA	Coaching	Coaching (H)	One on One	1	SES	6	per hour	\$2,700.00	
<b>NIDA Total</b>									<b>\$9,900.00</b>
Integro	Supply	Psychometrics for leadership training	One on One	N/A	All		per unit	\$4,780.00	
<b>Integro Total</b>									<b>\$4,780.00</b>
<b>GRAND TOTAL</b>									<b>\$84,797.00</b>

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- 1749. 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**

**Answer:** N/A. All training activities were held on ASIC premises.

- 1750. 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?**

**Answer:** For staff participating in coaching or leadership training delivered by ASIC – no special agreements were made with staff in regards to continuing employment after the training has been completed. For staff undertaking study supported by the ASIC Study Assistance Scheme, if a team member resigns before they complete their course, or within one year after completing their course, ASIC will recover any reimbursements paid to them for study expenses within the last 12 months. If the team member is transferring to another APS Agency, this does not apply. If the team member resigns more than one year after receiving a study reimbursement, they are not required to repay ASIC for study assistance expenses.

- 1751. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.**

<b>Discipline</b>	<b>Number of Students</b>	<b>Total Study Leave</b>	<b>Average study leave (hours)</b>
Accounting & Finance	33	1419.58	43.0
Business Management & Leadership	14	32	2.3
Other	5	27.5	5.5
Corporate Governance	12	576	48.0
Information Technology	8	73.5	9.2
Law	62	343	5.5
Social Science, HR & Psychology	6	40	6.7
<b>Grand Total</b>	<b>140</b>	<b>2511.58</b>	<b>17.9</b>

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<b>Classification Level</b>	<b>Number of Students</b>	<b>Total Study Leave</b>	<b>Average study leave (hours)</b>
ASIC 2	6	111.08	18.5
ASIC 3	27	332.5	12.3
ASIC 4	43	1048.5	24.4
EL1	38	593	15.6
EL2	25	426.5	17.1
SES	1		0.0
<b>Grand Total</b>	<b>140</b>	<b>2511.58</b>	<b>17.9</b>