

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2014 - 2015

Department/Agency: ABS

Question: SBT649-655

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:

649. Total spending on these services
650. The number of employees offered these services and their employment classification
651. 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)
652. 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)
653. 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
654. 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?
655. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title

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Answer:

Note: Answers SBT649-655 relate to both Executive Coaching and Leadership Training Services for this period 13 June – 30 October 2014

649-653:

Executive Coaching & Leadership Training

Executive Coaching

- The total spend was \$19,355.00 for Executive Coaching
- Executive Coaching is available, on request, to all Executive and SES Level employees
- There were a total of 14 employees offered this service: one Executive Level 1, nine Executive Level 2s and four SESB1. Study Leave is not offered for executive Coaching.

Leadership Training

- The total spend was \$35,127.00 for Leadership Training
- Leadership Training was offered to selected Executive Level 1 employees
- There were a total of 21 employees offered this service all at Executive Level 1. Study Leave is not offered for Leadership Training

Executive Coaching				
Yellow Edge Consulting	One-on-one	1 x EL1 3 x EL2 1 x SESB1	2 hours 5 hours 2 hours	\$770.00 \$3,630.00 \$1,815.00
Flanagan Brown-Greaves Pty Ltd	One-on-one	1 x EL2 2 x SESB1	1 hour 5 hours	\$660.00 \$3,975.00
Interaction Consulting Group	One-on-one	3 x EL2	5 hours	\$2,185.00
Adept Career Moves Pty Ltd	One-on-one	1 x SESB1	3 hours	\$1,320.00
NossittaB Consulting	One-on-one	2 x EL2	6 hours	\$5,000.00
	All one-on-one	14 employees	29 hours (all charged per hour)	\$19,355.00

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Leadership Training				
Interaction Consulting Group	Five day program	21 x EL1	45 hours	\$35,127.00

- Coaching Services and delivery of the Leadership Program were held on Agency premises

654. All relevant training is part of normal working conditions of service.

655. There were no requests for graduate or post graduate study leave for Executive Coaching or Leadership training during this period.