

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2015 - 2016

Department/Agency: ABS

Question: 1058-1064

Topic: Executive Coaching

Reference: written - 30 October 2015

Senator: Wong, Penny

Question:

Since 1 January 2015: Please provide the following information in relation to executive coaching and/or other leadership training services purchased by each department/agency:

1058. Total spending on these services
1059. The number of employees offered these services and their employment classification
1060. 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)
1061. 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)
1062. 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
1063. 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?
1064. 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 1058-1062 relate to both Executive Coaching and Leadership Training Services for the period 1 January - 30 October 2015

1058-1062

Executive Coaching

- The total spend was \$55,935 for Executive Coaching
- Executive Coaching is available, on request, to all Executive and SES Level employees
- There were a total of 39 employees offered this service: 18 Executive Level 1, 16 Executive Level 2's and five SESB1. Study Leave is not offered for Executive Coaching

Leadership Training

- The total spend was \$54,664 for Leadership Training
- Leadership Training was offered to selected Executive Level 1 employees
- There were a total of 39 employees offered this service all at Executive Level 1. Study Leave is not offered for Leadership Training

Executive Coaching				
NossittaB Consulting	One-on-one	4 x EL1	12 hours	\$10,000
		7 x EL2	18 hours	\$17,500
Interaction Consulting	One-on-one	4 x EL1	6 hours	\$2,569
		1 x EL2	2 hour	\$810
Flanagan Brown-Greaves Pty Ltd	One-on-one	5 x EL1	9 hours	\$4,462
		6 x EL2	14 hours	\$7,969
		3 x SESB1	5 hours	\$3,234
Link Learning Consulting	One-on-one	1 x EL1	1 hour	\$330
Adept Career Moves Pty Ltd	One-on-one	1 x EL1	2 hours	\$880
Bull & Bear Consulting	One-on-one	1 x EL1	2 hours	\$1,020
		2 x EL2	4 hours	\$2,040
Nous Consulting	One-on-One	1 x EL1	2 hours	\$660
FourEyes Consulting	One-on-one	1 x SESB1	3 hours	\$2,500

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Yellow Edge Consulting	One-on-one	1 x EL1 1 x SESB1	3 hours 1 hour	\$1,155 \$806
	All one-on-one	39 employees	83 hours (all charged per hour)	\$55,935

Leadership Training				
Interaction Consulting Group	1 x 5 day program	23 x EL1	45 hours	\$29,630
Interaction Consulting Group	1 x 3 day program	16 x EL1	24 hours	\$25,034
		39 employees	69 hours	\$54,664

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

1063. All relevant training is part of normal working conditions of service.

1064. There were no requests for graduate or post graduate study leave for Executive Coaching or Leadership training during this period