

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2015 - 2016

Department/Agency: ACNC

Question: SBT 1400-1406

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:

1400. Total spending on these services
1401. The number of employees offered these services and their employment classification
1402. 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)
1403. 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)
1404. 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
1405. 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?
1406. 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:

1400. The total leadership training spend for EL2 employees for the period 1 January 2015 – 31 October 2015 was \$6,420.00.

The ACNC also spent \$10,743.00 on general management training for employees in the APS4 – EL1 levels.

1401.

A breakdown of the number of ACNC employees that undertook leadership/management training and their employment classification is as follows:

APS Level	Number of staff
APS4	8
APS6	6
EL1	1
EL2	3
Total	18

1402. All leadership/management training was undertaken during normal business hours and there was no study leave requirements.

1403.

Name of training	Provider	Level	Number of participants	Hours	Total Cost	Description of fees	Delivery method
Essentials for new team leaders	APSC	APS4	8	14.42 per employee	align="right">\$7,793.00	Complete package	Group based (on site)
		APS6	3	14.42 per employee			
Essentials for new team leaders	APSC	APS6	1	14.42	\$1,165.00	Complete package	Group based (APSC site)
Management essentials	APSC	APS4	1	7.21 per employee	align="right">\$1,785.00	Complete package	Group based (APSC site)
		APS6	1	7.21 per employee			
		EL1	1	7.21 per employee			
EL2 Leadership	APSC	EL2	1	43.26	\$5,000.00	Complete package	Group based (APSC site)
Designing and Leading High Performance Teams	Australian Government Leadership Network	EL2	2	7.21 per employee	\$1,420.00	Complete package	Group based (Conference)

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1404. Training was held either at the training provider's premises or in ATO training rooms. No additional costs were incurred.

1405. Attendance at all learning and development sessions forms a part of employee performance development agreements and their ongoing professional development. Employees who attend training are required to share their knowledge with other employees within the ACNC as appropriate.

1406. N/A