

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2015 - 2016

Department/Agency: ATO

Question: SBT 1913-1919

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:

1913. Total spending on these services
1914. The number of employees offered these services and their employment classification
1915. 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)
1916. 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)
1917. 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
1918. 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?
1919. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answer:

1913. From 1 January 2015 to 31 October 2015, the ATO spent \$2,056,494 (GST exclusive) on executive coaching and/or leadership training services.
1914. The ATO made executive coaching available to 233 employees at the SES, as well as high performing EL2s.
Other leadership training was made available to any ATO employee.

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1915. Executive coaching or other leadership training was utilised by 2,956 agency employees.

No study leave was granted for these services as they were conducted during work hours.

Number of employees who utilised executive coaching or other leadership training										
	APS1	APS2	APS3	APS4	APS5	APS6	EL1	EL2	SES	Total
Total	4	13	97	201	147	863	985	579	67	2,956

1916. The agency engaged services from the following providers for executive coaching and other leadership training:

- Adept Career Moves
- Ark Group Australia Pty Ltd
- Australia and New Zealand School of Government (ANZSOG)
- Australian Institute of Company Directors
- Australian Institute of Management (AIM)
- Australian Public Service Commission (APSC)
- Australian School of Applied Management
- Billetto UK Limited
- Centre for Workplace Leadership
- CPM
- Dattner Grant Pty Ltd
- Department of Finance
- Direct Health Solutions (DHS)
- Emberin
- Events Connections
- GMR Executive Coaching
- Help Desk Association Australasia Pty Ltd
- Herbert Smith Freehills
- IECL
- Institute of Chartered Accountants in Australia
- Institute of Public Administration Australia (IPAA)
- Institute of Public Administration Australia (IPPA)
- Jeff Whalan Learning Group
- Julia Burns
- Konnect Learning
- LEADR - Association of Dispute Resolvers

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- Liquid Learning Pty Ltd
- Macquarie Graduate School of Management
- Medicine Dreaming PL
- Melbourne Business School
- Neuro Leadership Institute
- People and Strategy
- PEP Worldwide Pty Ltd
- Robert Olding Services Pty Ltd
- Swinburne University of Technology
- The Coaching People
- The Tax Institute
- The University of Melbourne
- Wake Up Project
- Workplace Training & Advisory Australia Pty Ltd
- Yellow Edge Pty Ltd

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One-on-one executive coaching was provided to seven ATO employees at a cost of \$26,300 (GST exclusive). The ATO engaged services from the following providers for executive coaching:

- Adept Career Moves
- GMR Executive Coaching
- IECL
- The Coaching People

Number of employees who utilised executive coaching and hours invested		
	SES	Total
Number of employees	7	7
Hours	44	44

Group sessions for Leadership training were provided to 2,952 agency employees at a cost of \$2,030,194 (GST exclusive).

The ATO engaged services from the following providers for other leadership training:

- Ark Group Australia Pty Ltd
- Australia and New Zealand School of Government (ANZSOG)
- Australian Institute of Company Directors
- Australian Institute of Management (AIM)

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Number of employees who utilised other leadership training and hours invested										
	APS1	APS2	APS3	APS4	APS5	APS6	EL1	EL2	SES	Total
No.	4	13	97	201	147	863	985	579	62	2,951*
Hours	38	192	1,290	2,208	1,943	16,060	21,672	13,016.5	1,500	57,919.5

***Note: Two SES who utilised Executive Coaching also utilised other leadership training.**

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

1917.

- a. Venues were located in a range of capital cities.
- b. and c. refer to table below.

Number of employees who utilised executive coaching or other leadership training in locations outside of the ATO						
	APS4	APS6	EL1	EL2	SES	Total
No.	4	17	59	92	51	223
Hours	12	168	801	1,430	1,421	3,832

- d. Venue hire costs were included as part of the service provided and not an additional expense incurred by the agency.

1918. No agreements in relation to continuing employment are made with employees who attend coaching and training.

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1919. For executive coaching and leadership training, 36 agency employees use part-time study leave to undertake graduate or post graduate studies in 18 degrees.

Number of employees who used part-time study leave to undertake training in executive coaching or other leadership training related degrees	
Degree title	Number of employees
Bachelor of Applied Management	1
Bachelor of Business (Human Resource Management)	6
Bachelor of Business (Management / Politics and Governance)	1
Bachelor of Business (Management and Leadership)	1
Bachelor of Business (Management)	5
Bachelor of Public Administration	1
Doctor in Philosophy (Public Sector Management)	1
Executive Masters of Public Administration	1
Graduate Certificate in Business Management (Risk Management)	2
Graduate Certificate in Human Resource Management	1
Graduate Certificate in Management	1
Graduate Diploma in Human Resource Management	2
Master of Business Administration (Executive)	8
Master of Business in Human Resource Management	1
Master of Human Resource Management	1
Master of Law and Management	1
Master of Management	1
Master of Public Policy and Management	1
Total	36