

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2015 - 2016

Department/Agency: Treasury

Question: SBT 356 -362

Topic: Executive Coaching

Reference: written - 30 October 2015

Senator: Wong, Penny

Question:

Executive Coaching

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:

356 Total spending on these services

357 The number of employees offered these services and their employment classification

358 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)

359 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)

360 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

361 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?

362 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:

356. \$255,031.

357. Executive coaching and leadership training was offered to all staff at the APS6 - SES Band 3 classifications.

358. Staff do not need to access study leave.

359.

a. Please refer to the table below:

Provider	Service	Participants	Levels	Cost	Venue (Venue cost)
Australian Public Service Commission	Leadership Training (various)	11	3 X EL2 7 X SES Band 1 1 X SES Band 2	\$113,650	APSC (venue cost included in program fees)
Bendelta Inc.	Leadership Training – <i>Management Development Program</i>	20	16 X EL1 4 X EL2	\$55, 819.93	The Brassey of Canberra (\$6,381.81)
ANZSOG	Leadership Training (various)	5	3 X EL2 2 X SES Band 1	17,454.54	Various (venue cost included in program fees)
Cranlana Foundation	Leadership Training – <i>Cranlana Colloquium</i>	5	1 X APS6 4 X EL1	\$22,500	HC Coombs Centre, Sydney (venue cost included in course fees)
Melbourne Business School	Leadership Training – <i>Leading for Organisational Impact</i>	1	SES Band 2	\$9,882	Mt Eliza (venue cost included in program fees)

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Executive Learning Groups	Leadership Training – <i>Jeff Whalan Learning Group</i>	1	SES Band 1	\$4,450	Various (venue cost included in program fees)
Bull and Bear Special Assignments	Coaching	6	2 X APS6 1 X EL2 2 X SES Band 1 1 X SES Band 2	\$8,327.27	Treasury
LINK Learning	Coaching	1	SES Band 2	\$2200	Treasury
Lavender Strategies	Coaching	7	3 X APS6 1 X EL1 3 X SES Band 1	\$12,415.45	Treasury
Deborah May Pty Ltd	Executive Coaching	1	SES Band 3	\$1,950	Treasury

- b. Executive coaching is usually a one on one arrangement. Leadership training is delivered to groups.
- c. Please see response at 359(a).
- d. To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.
- e. Please see response at 359(a).
- f. Fees for executive coaching are based on a per hour cost. Fees for leadership training are based on a complete package.

360.

- a. Please see response at 359(a).
- b. Please see response at 359(a).
- c. To attempt to determine the total time commitment for each participant would involve an unreasonable diversion of departmental resources.
- d. Please see response at 359(a).

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361. There is a return to service obligation for staff who receive financial assistance for formal study. There is no obligation for staff who receive executive coaching or leadership training to remain in the department.

362. During the 2015 academic year (including Semester 1 and Semester 2) Treasury staff undertook the following courses of study:

Classification	Course
APS5	Bachelor of Science (Mathematics)
	Graduate Diploma of Legal Practice
	Master of International and Development Economics
	Master of Laws
	Master of Public Policy - Economic Policy
	Master of Public Policy and Management
	Master of Public Policy/Master of Diplomacy
	Master of Taxation
APS6	Bachelor of Accounting
	Chartered Accountants Foundations
	Graduate Certificate in Business Administration
	Graduate Diploma in International Affairs
	Graduate Diploma of Economics
	Graduate Diploma of Finance
	Master of Environmental Law
	Master of Government and Commercial Law
	Master of International and Development Economics
	Master of Laws
	Master of Studies
	PhD Economics
	Bachelor of Information Studies
	Master of Public Policy in Economic Policy
EL1	Advanced Diploma of Accounting
	Bachelor of Business Studies
	Bachelor of Commerce (Accounting)
	Bachelor of Human Resource Management
	Bachelor of Letters
	Graduate Diploma of Legal Practice
	Master of Advanced Studies
	Master of Economics
	Master of Finance
	Master of Laws

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	Master of Public Administration (Public Policy)
	Master of Studies
	Master of Applied Taxation
EL2	Graduate Diploma of Chartered Accounting
	Juris Doctor
	Master of Economics
	Graduate Diploma in Economics

To provide further detail would involve an unreasonable diversion of departmental resources.