

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

2015 - 2016

Department/Agency: ACCC

Question: SBT 717-723

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:

717. Total spending on these services
718. The number of employees offered these services and their employment classification
719. 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)
720. 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)
721. 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
722. 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?
723. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answer:

717. \$199 803.49

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718. All employees are able to attend leadership courses that are relevant to their classification.
719. 272 employees across a variety of classifications have received coaching or executive leadership training. No study leave was granted.
720. Names of Service providers engaged are set out below:
- Allegany Consulting
 - Amanda Horne
 - Executive Leadership Australia
 - Lavender Strategies
 - The Nous Group
 - Right Management
 - Stella Humphries

Allegany Consulting	
a.	Coaching
b.	One-on-one
c.	1 employees (SES Band 1)
d.	3 hours (SES Band 1)
e.	\$1636.35
f.	Per hour

Amanda Horne	
a.	Coaching
b.	One-on-one
c.	1 employee (APS 5)
d.	6 hours (APS 5)
e.	\$2250
f.	Per hour

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Executive Leadership Australia	
a.	Coaching Services
b.	One-on-one
c.	1 employee (EL2)
d.	7.5 hours (EL2)
e.	\$1780
f.	Per hour

Lavender Strategies	
a.	Coaching
b.	One-on-one
c.	2 employees (EL 2 and SES Band 1)
d.	18 hours (12 EL2, 6 SES Band 1)
e.	\$6480
f.	Per hour

The Nous Group	
a.	Leadership training
b.	Group
c.	191 employees (5 APS 6, 98 EL1 and 88 EL 2)
d.	1366.58 hours (111.3 APS 6, 885.02 EL 1 and 370.26 EL2)
e.	\$116 304.16
f.	Complete package

Right Management	
a.	Leadership training for APS 4-6 staff
b.	Group
c.	72 employees (6 APS 4 , 31 APS 5 and 35 APS 6)

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d.	1373.76 hours (114.48 APS 4, 591.48 APS 5 and 667.8 APS 6)
e.	\$ 62 416.98
f.	Complete package

Stella Humphries	
a.	Coaching
b.	One-on-one
c.	4 employees (2 EL 1, EL 2 and SES Band 1)
d.	32.5 hours (16 EL 1, 6 EL 2, 10.5 SES Band 1)
e.	\$6500
f.	Per hour

721.

a.	QT Hotel Canberra
b.	15 employees (1 APS 6 and 14 EL 1)
c.	333.9 hours (22.26 APS 6 and 311.64 EL 1)
d.	\$2436

722. There are no specific agreements made with employees concerning continuing employment after training has been completed.

723. There was no graduate or post graduate study undertaken in the areas of executive coaching or leadership training during this period.