

Senate Standing Committee on Education and Employment - Education

**QUESTIONS ON NOTICE
Budget Estimates 2014-2015**

Cross Portfolio

Department of Education Question No. ED0132_15

Senator Ludwig provided in writing.

Question

Dept & all agencies: Executive coaching and leadership training

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information from Additional Estimates in February, 2014 to date:

- 1.** Total spending on these services
- 2.** The number of employees offered these services and their employment classification
- 3.** 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)
- 4.** The names of all service providers engaged For each service purchased form 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)
- 5.** 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
- 6.** 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?
- 7.** For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answer

Question 1-5

No executive coaching or leadership programmes have been undertaken corporately from Additional Estimates in February 2014 to date (1 March to 31 May 2014).

Individuals may have purchased leadership or executive coaching training services as part of their individual development but this information is not collected centrally.

Question 6:

No agreements are made with employees in regards to continuing employment after training has been completed.

Question 7:

Study leave is approved by line managers. Data specific to study leave for graduate or post graduate study is not collected centrally and cannot be reported on.

The **Australian Curriculum, Assessment and Reporting Authority (ACARA)** has provided the following response.

The Australian Curriculum, Assessment and Reporting Authority (ACARA) spent \$0.00 on executive coaching and \$0.00 on other leadership training services from 28 February 2014 to 19 June 2014.

The **Australian Institute for Teaching and School Leadership (AITSL)** has provided the following response.

1. \$2,904 (GST inclusive) [internal coaching program]
2. 37
3. 3
4.
 - a. WhyteCo Coaching Change & OD Consulting Pty Ltd
 - b. Group based
 - c. 3 employees, AITSL Classification Level 1 x 4 , 2 x 3
 - d. 2 hours, 3 employees, AITSL Classification 1 x Level 4 , 2 x Level 3
 - e. \$2,904 (GST inclusive)
 - f. complete package
5. No
6. Not Applicable
- 7.

AITSL Classification Level	Course Title	Approved Study Leave
4	Executive Master of Public Administration	12 days
4	Graduate Diploma of Teaching (Primary)	10 days per calendar year
Executive	Graduate Diploma of Applied Corporate Governance	4 days per calendar year

The **Australian Research Council (ARC)** has provided the following response.

1. \$2,820

2.

Classification	Total
EL 1	38
EL 2	15
SES 1	4
SES 2	1
Total	58

3. 1 x EL1 – Nil Study Leave

4.

- a. Australian Public Service Commission – Professional Public Service: an EL1 Master class (non-residential)
- b. Group based
- c. 1 x EL1
- d. 22.5 Hours
- e. \$2,820
- f. Complete package

5.

- a. Canberra ACT
- b. One
- c. 22.5 hours
- d. \$0

6. None

7. Not applicable

The **Tertiary Education Quality and Standards Agency (TEQSA)** has provided the following response:

1) Total spending on these services from 1 March 2014 to 31 May 2014 was \$11,522.50 (GST Inclusive)

2) Executive Coaching training is offered to 46 staff at the Executive and SES Officer levels. *SES=3, EL2 = 20, EL1=23*

3)

No of employees utilised	Employment classification	How much study leave
12	EL1	Nil
7	EL2	Nil
1	SES	Nil

4) The services were provided to TEQSA by CARFI Psychological and Rehabilitation Services, Australian Institute of Management and McPhee Andrewartha

- a. The name and nature of the service purchased

Name of Service Provider	Name of Service Purchased	Nature of Service Purchased
CARFI Psychological and Rehabilitation Services	Executive Coaching Level 1	Coaching and mentoring
Australian Institute of Management	Plan to your Strength Phase 2	MBTI follow up coaching
McPhee Andrewartha	Leadership Coaching	Coaching

- b. Whether the service is one-on-one or group based

CARFI Psychological and Rehabilitation Services	One-on-One basis
Australian Institute of Management	Group basis
McPhee Andrewartha	One-on-One basis

- c. The number of employees who received the service and their employment classification

Name of Service Provider	No of employees utilised	Employment classification
CARFI Psychological and Rehabilitation Services	4	EL1
Australian Institute of Management	15	8 EL1 and 7 EL2
McPhee Andrewartha	1	SES

- d. The total number of hours involved for all employees (provide a breakdown for each employment classification)

Name of Service Provider	Total hours	Employment classification
CARFI Psychological and Rehabilitation Services	4 hours	EL1
Australian Institute of Management	8 hours	EL1 & EL2
McPhee Andrewartha	4.5 hrs	SES

- e. The total amount spent on the service

Total spending on these services from 1 March 2014 to 31 May 2014 is

Name of Service Provider	Total spent (GST-inclusive)
CARFI Psychological and Rehabilitation Services	\$1,485.00
Australian Institute of Management	\$8,800.00
McPhee Andrewartha	\$1,237.50
Total	\$11,522.50

f. A description of the fees charged (i.e. per hour, complete package)
 CARFI and Mc Phee Andrewartha are charged on an hourly basis. Australian Institute of Management is a complete package.

- 5) Where a service was provided at any location other than the department or agency's own premises, please provide:
- b. CARFI & McPhee Andrewartha premises located at The Clocktower Centre, Suite 58, Level 2, 255 Drummond St, Carlton VIC 3052
 - c. Sessions were provided on an individual basis to the 4 EL1s and 1 x SES.
 - d. 4.5 hrs SES
 4 hours EL1
 - e. Nil
- 6) 6 Nil response – all executive coaching provided is not part of graduate or post graduate study

The **Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS)** has provided the following response.

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information from Additional Estimates in February, 2014 to date:	
1. Total spending on these services	Executive coaching and other leadership training cannot easily be distinguished from other staff training and development in AIATSIS' human resources or financial systems.
2. The number of employees offered these services and their employment classification	Executive coaching and other leadership training cannot easily be distinguished from other staff training and development in AIATSIS' human resources or financial systems.

3. 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)	Executive coaching and other leadership training cannot easily be distinguished from other staff training and development in AIATSIS' human resources or financial systems.
4. The names of all service providers engaged For each service purchased form a provider listed under (4), please provide:	
- a. The name and nature of the service purchased	Moreton Consulting – coaching, change management and leadership support.
- b. Whether the service is one-on-one or group based	One-on-one
- c. The number of employees who received the service and their employment classification	Executive coaching and other leadership training cannot easily be distinguished from other staff training and development in AIATSIS' human resources or financial systems.
- d. The total number of hours involved for all employees (provide a breakdown for each employment classification)	Executive coaching and other leadership training cannot easily be distinguished from other staff training and development in AIATSIS' human resources or financial systems.
- e. The total amount spent on the service	Executive coaching and other leadership training cannot easily be distinguished from other staff training and development in AIATSIS' human resources or financial systems.
- f. A description of the fees charged (i.e. per hour, complete package)	Per hour
5. Where a service was provided at any location other than the department or agency's own premises, please provide:	N/A
- a. The location used	N/A
- b. The number of employees who took part on each occasion (provide a breakdown for each employment classification)	N/A
- c. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)	N/A