

Reference: 20150408

29 October 2015



Thank you for your Official Information Act request, received on 21 September 2015. You requested the following:

1. *“What sort of coaches has Treasury hired for its employees for the years 2015, 2014, 2013, 2012, 2011 and 2010?”*
2. *What is the breakdown of how much coaches have cost Treasury for the years 2015, 2014, 2013, 2012, 2011 and 2010?*
3. *How many executive and managerial coaches are employed at Treasury?*
4. *What are the key performance indicators used to see if those coaches are achieving what is desired by Treasury?*
5. *How long does a coach have to work with someone before it's decided the coaching isn't working?*
6. *How many Treasury employees have coaches?*
7. *Who gets a coach at Treasury?*
8. *Which department has the most coaches employed to help them?*
9. *How many employees does Treasury have?*
10. *Which year did Treasury start hiring coaches for employees?”*

On 8 October 2015, we wrote to you extending the time limit for deciding on your request by an additional 20 working days.

Information Being Released

1. What sort of coaches has Treasury hired for its employees for the years 2015, 2014, 2013, 2012, 2011 and 2010?

A search has been undertaken through our finance system, resulting in a large volume of data being returned. In order to accurately respond to your question, we would need to review each invoice individually to determine its relevance to your request, and to then define the type of coaching provided. We do not have the resources to perform such a deep analysis. Please note that if you require analysis into all of the years indicated above, we may need to fix a charge or decline your request, as it would require substantial collation and research at our end to answer your question accurately.

I have, however, been able to undertake this process for the most recent financial year (2014-2015). During this period, we externally contracted the following types of coaching:

- Career Coaching
- Leadership Coaching
- Executive Coaching

2. What is the breakdown of how much coaches have cost Treasury for the years 2015, 2014, 2013, 2012, 2011 and 2010?

Below is a summary from our financial system that gives high level amounts paid for invoices related to the word coaching in each financial year. As indicated above in question 1, a detailed breakdown of each individual invoice hasn't been able to be undertaken.

Breakdown by financial year:

- 2009 – 2010: \$22,572.50
- 2010 – 2011: \$18,178.11
- 2011 – 2012: \$32,770.00
- 2012 – 2013: \$31,728.50
- 2013 – 2014: \$54,128.80
- 2014 – 2015: \$51,752.64

Please note: The amount spent on coaching for the 2014-2015 year differs from the amount given in response to your previous OIA (Ref: 20150326) regarding coaching. This is because the focus of the previous OIA request was on "career and life coaches", whereas, the broader scope of this OIA includes "leadership coaching" and "executive coaching".

3. How many executive and managerial coaches are employed at Treasury?

We do not have anybody on Treasury's payroll hired as an executive or managerial coach. All coaches are contracted externally.

4. What are the key performance indicators used to see if those coaches are achieving what is desired by Treasury?

Key performance indicators vary depending on the role of the person being coached and their individual needs. They are confidential to the parties involved, including the person's manager.

5. How long does a coach have to work with someone before it's decided the coaching isn't working?

Coaching requirements are personal to the individual; therefore, timeframes vary for each person and their needs. Managers and employees meet regularly to review if agreed coaching goals are being met.

6. How many Treasury employees have coaches?

As of 5 October 2015, eighteen (18) people currently have an ongoing relationship with an external coaching provider.

7. Who gets a coach at Treasury?

Every employee is eligible for a coach. A manager and employee discuss and agree their individual needs each year as part of their professional development. Coaching may be one of the options available to them if it is beneficial for their role.

8. Which department has the most coaches employed to help them?

Please note that coaches are hired externally on a contract basis. The Strategy, Performance and Engagement group currently engages the most with external coaches.

9. How many employees does Treasury have?

As at 30 September 2015, we have 455 comprising permanent, fixed term and seconded staff.

10. Which year did Treasury start hiring coaches for employees?

A search of our main information management system returned several thousand documents, each one of which would need to be assessed for relevance in order to answer your request. It would also require a search of our archive systems due to the length of time Treasury has been in operation. This would require substantial collation and research where an official would need to search through all records and invoices held by the Treasury. Consequently, I am refusing this part of your request under Section 18(f) of the Official Information Act which states "that the information requested cannot be made available without substantial collation or research

Please note that this letter (with your personal details removed) and enclosed documents may be published on the Treasury website.

This fully covers the information you requested. You have the right to ask the Ombudsman to investigate and review my decision.

Yours sincerely

Fiona Foster
Head of Human Resources