

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Additional Estimates 2015 - 2016

Agency – Fair Work Commission

Department of Employment Question No. EMSQ16-000647

Senator Ludwig provided in writing.

Question

FWC - Executive coaching and leadership training

Since the change of Prime Minister on 14 September, 2015:

Please provide the following information in relation to executive coaching and/or other leadership training services purchased by each department/agency:

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

1. The Fair Work Commission's total spending on executive coaching and/or leadership training (SES Band 1 and EL2 levels) between 14 September 2015 and 30 January 2016 is:

Leadership Training	\$14,019.28
Executive Coaching	\$0

2. The number of employees offered these services and their employment classification is:

Leadership Training	EL 2 = 11 SES 1 = 4
Executive Coaching	Nil

3. The number of employees who utilized these services and their employment classification is:

Leadership Training	EL 2 = 11 SES 1 = 4
Executive Coaching	Nil

No study leave was granted in relation to Executive Coaching and/or other leadership training services.

4. The names of all service providers engaged is as follows:

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)
Tempo Strategies – Leadership Program	Group based	EL 2 = 11 SES 1 = 4	EL 2 = 16 hrs SES 1 = 16 hrs GMFWA = 16 hrs	\$14,019.28	Complete Package

5. The following locations other than the department or agency's own premises, were utilised:

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
Monash Conference Centre – 28 October 2015	EL 2 x 11 SES 1 x 4	EL 2 = 8 hrs SES = 8 hrs	\$1,713.36
Monash Conference Centre – 8 December 2015	EL 2 x 11 SES 1 x 4	EL 2 = 8 hrs SES = 8 hrs	\$1,314.55

6. None.

7. None.