

Senate Standing Committee on Education and Employment

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

Agency - Fair Work Commission

Department of Employment Question No. EM0508_15

Senator Ludwig provided in writing.

Question

FWC - 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 31 May 2014

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

The information below relates to the period 28 February 2014 - 31 May 2014.

1. A total of \$32,920 was spent on executive coaching and/or other leadership training services.
2. Sixty-eight employees were offered the services (SES x 4, EL2 x 42, EL1 x 21, APS6 x 2, APS5 x 1).
- 3.

Executive Coaching				
Number of employees	5			
Classifications	SES x 4	EL2 X 1		
Time to undertake coaching is not recorded				
Leadership Training				
Number of employees	4			
Classifications	EL2 x 1	EL1 x 1	APS6 x 1	APS5 X 1
Time to undertake Leadership Training is not recorded				

Questions 4 & 5

Executive Coaching									
Provider	Mode of service	# employees	Classification	Total # hours for each employee	Cost	Fees charged	Premises used	Hours involved	Venue costs
Focused Future	one-on-one	5	SES x 4, EL2 X 1	Not available	\$24,500	\$4,900 per person	Various	Not available	Nil/not applicable

Leadership Training									
Provider	Mode of service	# employees	Classification	Total # hours for each employee	Cost	Fees charged	Premises used	Hours involved	Venue costs
IPAA - Becoming a Leader	Public event - group based	2	APS6 x 1, APS5x 1	1 day	\$1,700	\$850 per person	Provider's premises	Not available	Nil/not applicable
APSC - Executive Leadership	Public event - group based	1	EL2	2 days	\$2,820	\$2,820	Provider's premises	2 days	Nil/not applicable
APSC - EL1 Masterclass	Public event - group based	1	EL1	3 days	\$3,900	\$3,900	Provider's premises	3 days	Nil/not applicable

Question 6. Nil

Question 7.

Graduate and Post- Graduate Study	
Study leave approved	Degree or program title
3 hours per week	Bachelor of Laws (external studies)
6 hours per week	Master of Laws (Juris Doctor)
3 days	Master of Laws (Juris Doctor) intensive
6 hours per week	Graduate Diploma (Management)
4 hours per week	Graduate Diploma (Psychology)
6 hours per week	Masters of Laws (Juris Doctor)
3 hours per week	Cert IV - Business Administration
1 hour per week	Master of Laws (Juris Doctor)
3 hours per week	Bachelor of Laws (external studies)
3 hours per week	Bachelor of Laws (external studies)
2 hours per week	Grad Cert - Museum Studies
5 hours per week	Master of Laws (Juris Doctor)
5 days	Master of Employment and Labour Relations
3 hours per week	Master of Public Policy & Management
4 days	Master of Laws (Juris Doctor) intensive