

**Senate Standing Committee on Education and Employment**

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

**Agency - Fair Work Ombudsman**

**Department of Employment Question No. EM0509\_15**

**Senator Ludwig provided in writing.**

**Question**

**FWO - 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 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) 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**

1-4. For the period 1 March 2014 – 31 May 2014, Tempo Strategies Pty Ltd provided executive coaching services to the Fair Work Ombudsman. This was a one on one coaching service provided as a continuation of the coaching relationships that were developed during the group based leadership development program that commenced in July 2013 and concluded in December 2013.

The purpose of the group based leadership program was to build the EL2 and SES leadership capability at the FWO. Coaching sessions were offered as part of this leadership program.

Study leave was not required by employees who undertook these services.

| Classification | Employees offered coaching as part of program | Employees who received coaching between 1 Mar 14 – 31 May 14 | Hours involved for employees receiving coaching | Fees charged (per hour) for coaching (inc. GST) |
|----------------|---|--|---|---|
| EL2            | 39  | 2  | 2   | \$396   |
| SES Band 1     | 9   | 5  | 6   | \$396 x 3 hours                                 |
|                |   |  |   | \$550 x 3 hours                                 |
| SES Band 2     | 2   | 1  | 1   | \$396   |
| <b>TOTAL:</b>  |   |  |   | \$3630  |

5. Three SES Band 1 employees received 3 hours of coaching at the office of Tempo Strategies in Canberra. No costs were incurred to use Tempo Strategies' office.

6. Not applicable.

7. Not applicable.