

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Additional Estimates 2013-2014

Agency - Fair Work Ombudsman

Department of Employment Question No. EM0281_14

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 Supplementary Budget Estimates in November 2013 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

For the period 21 November 2013 – 28 February 2014, Tempo Strategies Pty Ltd provided executive coaching which was a one-on-one service provided as part of a group based leadership program to build leadership capability for EL2s and SES and to drive organisation performance of the Fair Work Ombudsman that commenced in July 2013. Some EL1s received the coaching (outside of the leadership program) as part of their professional development. None of the employees involved were granted study leave for the coaching services.

Classification	Employees offered coaching	Employees who received coaching	Hours involved for employees receiving coaching	Fees charged (per hour) for coaching (inc. GST)
EL1	3	1	2 hours	\$396
EL2	39	28	28 hours	\$396
SES Band 1	10	6	8 hours	\$396
SES Band 2	4	4	7 hours	\$396 x 3 hours
				\$880 x 4 hours
TOTAL:				\$20,416 (includes a charge of \$660 for admin fees relating to coaching)

- 5. Not applicable.
- 6. Not applicable.
- 7. Not applicable.