

# **Senate Standing Committee on Education and Employment**

## **QUESTIONS ON NOTICE Additional Estimates 2015 - 2016**

### **Agency - Fair Work Building and Construction**

**Department of Employment Question No. EMSQ16-000473**

**Senator Ludwig provided in writing.**

#### **Question**

#### **FWBC - 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. \$10,925
2. FWBC did not specifically offer these courses to a particular cohort of staff, all staff within FWBC at the relevant level were eligible to apply to attend these courses. The number of staff at each level who were eligible were:

Classification	Number of Staff
EL 1	28
EL 2	15
SES 1	6
SES 2	2

3. The breakdown of staff was:

Classification	Number of Staff
EL 1	4
SES 1	3
SES 2	2

No study leave was offered for any of the courses attended.

4. Course 1
- Australian Government Leadership Network (AGLN) Annual Conference 2015.
  - Group.
  - 3 x EL 1, 1 x SES 1 and 2 x SES 2.
  - EL 1 = 22.5 hours (1 days by 3 attendees) SES 1 = 7.5 hours (1 day) and SES 2 = 15 hours (1 day by two attendees).
  - \$3,930.
  - The cost of registration for this course was \$710 per participant for 5 of the attendees and \$380 per participant for 1 of the attendees.

#### Course 2

- APSC SES Orientation.
- Group.
- 2 x SES 1.
- Course has been paid for, but will commence March 2016.
- \$6,400.
- The cost of registration for this course was \$3,200 per participant.

#### Course 3

- APSC Working Effectively at the EL2 Level.
- Group.
- 1 x EL 1.
- 7.5 hours.
- \$595.
- The cost of registration for this course was \$595 per participant.

- 5.
- All courses delivered externally by the APSC (Course 1 – Melbourne Convention and Exhibition Centre; Courses 2 & 3 – APSC Canberra).
  - See above previous for number and classification of attendees.
  - See above for number of hours involved.
  - There was no cost to the agency.
6. None.
7. N/A.