

Senate Standing Committee on Education and Employment

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

Agency - Comcare

Department of Employment Question No. EM1434_15

Senator Ludwig provided in writing.

Question

Comcare - Executive coaching and leadership training

"Since Budget Estimates in June, 2014: 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 total spending on these services since Budget Estimates in June 2014 is \$39 959.30 (inc GST).
2. The number of employees offered these services and their classification is detailed below.

EL1	62
EL2	28

3. The total number of employees who have utilised these services and their classification is detailed below. No study leave was granted for these services.

EL1	62
EL2	28

4.

Service provider	Bull & Bear Specialist Assignments	Dawn Casey Consulting
Name/nature of service	Comcare Senior Leadership Program: Program design; Working Group; Reporting and meeting preparation; delivery of small group workshops; evaluation reports; additional consultations, administration, follow up and design discussions with people team. One internal EL1 Forum and one internal EL2 Forum held.	Provision of Team Coaching Service
One-on-one or group based	Services provided were group based	One on One
Employees who received the service	62 x EL1 27 x EL2	1 x EL2
Hours involved	434 hours 203 hours	2 hours
Total spend	\$39,299.30 (incl GST) Includes consultancy and catering costs	\$660.00 (incl GST)
Fees	Fees charged per day/s	Fees charged per hour

5. The services were provided at Comcare's own premises.

6. In relation to education/executive coaching and/or other leadership training services paid for by Comcare, there are no agreements made with employees in regards to continuing employment after training has been completed.

7. This information is not centrally held so to provide details would prove to be an unreasonable diversion of resources.