

**Senate Standing Committee on Education and Employment**

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

**Agency - Fair Work Ombudsman**

**Department of Employment Question No. EM1437\_15**

**Senator Ludwig provided in writing.**

**Question**

**FWO - 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. From 2 June to 31 October 2014, the Fair Work Ombudsman expenditure on executive coaching and leadership training services has been \$263,979.01 (inclusive of GST and location/venue costs).

2. – 3. FWO employees who were offered and who received executive coaching and leadership training services between 2 June and 31 October 2014:

| Classification    | Number of employees offered services* | Number of employees who received services* | Study leave    |
|-------------------|---------------------------------------|--|----------------|
| <b>EL1</b>        | 49                                    | 48   | Not applicable |
| <b>EL2</b>        | 50                                    | 43   | Not applicable |
| <b>SES Band 1</b> | 26                                    | 26   | Not applicable |
| <b>SES Band 2</b> | 2                                     | 1  | Not applicable |
| <b>Total</b>      | <b>127</b>                            | <b>118</b>                                 |                |

\* Note: some employees have been offered and received more than one executive coaching and leadership training service for the period.

4. – 5. Service providers for executive coaching and leadership training services between 2 June and 31 October 2014:

| <b>Service provider</b>                        | <b>Name and nature of service</b>   | <b>One-on-one / Group-based</b> | <b>Number of employees who received service</b> | <b>Total employee hours</b> | <b>Cost and Fee-base</b>        | <b>Location of training if not a FWO office</b> | <b>Location / Venue costs to FWO</b> |
|--|---|---------------------------------|---|-----------------------------|---------------------------------|---|--------------------------------------|
| Agility Consulting                             | Legal Leadership Day - Leadership training  | Group-based                     | 1 x SES1<br>8 x EL2                             | 58.5                        | \$4,994.00<br>Complete package  | FWO office                                      | Not applicable                       |
| AGSM UNSW                                      | Leading from within - Leadership training   | Group-based                     | 1 x SES1  | 18                          | \$3,575.00 (\$198.61 per hour)  | FWO office                                      | Not applicable                       |
| Australian Public Service Commission           | SES Band 1 Talent program - Leadership training including executive coaching      | Group-based                     | 1 x SES1  | N/A<br>(6 month program)    | \$13,000.00<br>Complete package | Canberra  | No specific venue costs              |
| Australia and New Zealand School of Government | Executive Fellows Program 2014 - Leadership training including executive coaching | Group-based                     | 1 x SES1  | 113<br>(3 week residential) | \$29,887.00<br>Complete package | Melbourne                                       | No specific venue costs              |

| Service provider         | Name and nature of service  | One-on-one / Group-based | Number of employees who received service | Total employee hours   | Cost and Fee-base             | Location of training if not a FWO office     | Location / Venue costs to FWO |             |
|--------------------------|---|--------------------------|--|--|-------------------------------|--|-------------------------------|-------------|
| ORIJEN                   | EL1 ICT Coaching program (Women in IT Executive Mentoring) – Executive coaching | Group-based              | 1 x EL1                                  | 30+ (12 month program)   | \$4,900.00 Complete package   | Canberra                                     | No specific venue costs       |             |
| Tempo Strategies Pty Ltd | EL1 Leadership Program - Leadership training including executive coaching       | Group-based & one-on-one | 39 x EL1                                 | 2,028 (includes 1 hour of one-on-one coaching per participant) | \$111,765.38 Complete package | Melbourne Rydges Melbourne 2 x 2 days        | 20 x EL1 and (560 hours)      | \$16,912.00 |
|                          |   |                          |  |  |                               | Sydney Amora Hotel Jamison Sydney 2 x 2 days | 19 x EL1 (532 hours)          | \$20,894.00 |
|                          |   |                          |  |  |                               | Melbourne Rydges Melbourne 1 day             | 39 x EL1 (273 hours)          | \$3,780.00  |

| Service provider             | Name and nature of service                                      | One-on-one / Group-based | Number of employees who received service           | Total employee hours | Cost and Fee-base   | Location of training if not a FWO office | Location / Venue costs to FWO |
|------------------------------|---|--------------------------|--|----------------------|---|--|-------------------------------|
| Tempo Strategies Pty Ltd     | EL2 and SES Leadership Program Recall Day - Leadership training | Group-based              | 52<br>1 x SES2<br>10 x SES1<br>33 x EL2<br>8 x EL1 | 364                  | \$12,720.23<br>Complete package   | Sydney<br>L'aqua<br>1 day                | \$5,079.00                    |
| Tempo Strategies Pty Ltd     | Executive coaching  | One-on-one               | 12 x SES1  | 90                   | \$34,087.40<br>(\$396 per 1 hour session x 36)<br>(\$550 per 1.5 hour session x 36) | FWO office                               | Not applicable                |
| Yellow Edge                  | Executive coaching  | One-on-one               | 1 x EL2  | 3                    | \$1,485.00<br>(\$495 per hr)  | FWO office                               | Not applicable                |
| Centre for Public Management | Leading with Political awareness                                | Group-based              | 1 x EL2  | 8                    | \$900<br>(\$112.50 per hr)  | Canberra                                 | Not applicable                |

6. With regard to executive coaching and/or other leadership training services paid for by the Fair Work Ombudsman, no agreements are made with employees about continuing employment after coaching/training has been completed.

7. Not applicable.