

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
EL1	49	48	Not applicable
EL2	50	43	Not applicable
SES Band 1	26	26	Not applicable
SES Band 2	2	1	Not applicable
Total	127	118	

* 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:

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
Agility Consulting	Legal Leadership Day - Leadership training	Group-based	1 x SES1 8 x EL2	58.5	\$4,994.00 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 (6 month program)	\$13,000.00 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 (3 week residential)	\$29,887.00 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 1 x SES2 10 x SES1 33 x EL2 8 x EL1	364	\$12,720.23 Complete package	Sydney L'aqua 1 day	\$5,079.00
Tempo Strategies Pty Ltd	Executive coaching	One-on-one	12 x SES1	90	\$34,087.40 (\$396 per 1 hour session x 36) (\$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 (\$495 per hr)	FWO office	Not applicable
Centre for Public Management	Leading with Political awareness	Group-based	1 x EL2	8	\$900 (\$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.