

Senate Standing Committee on Education and Employment

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

Agency – Workplace Gender Equality Agency

Department of Employment Question No. EM1439_15

Senator Ludwig provided in writing

Question

WGEA – 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. Since Budget Estimates in June 2014 to 30 September 2014, the Workplace Gender Equality Agency (WGEA) has spent \$3,500 on executive coaching/leadership training services.
2. All WGEA employees are able to have access to these services.

3. One EL2 employee has accessed this service. No study leave was required.
4.
 - a. The Channel Group. Executive coaching.
 - b. This was a one-on-one service.
 - c. One employee who is classified as an EL2.
 - d. The coaching covers 6 x 1 hour face to face sessions (6 hours in total), with access to email coaching correspondence in between sessions.
 - e. Coaching expenditure between 1 July and 30 September 2014 was \$3,500. The total contract amount was \$5,500 (with \$2000 being incurred before 30 June 2014).
 - f. The total contract amount covers a 6 x 1 hour executive coaching sessions with access to email coaching correspondence in between sessions.
5. N/A.
6. No agreements in relation to continuing employment are made.
7. N/A.