

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Supplementary Budget Estimates 18-22 November 2013

Prime Minister and Cabinet Portfolio

Department/Agency: Department of the Prime Minister and Cabinet

Outcome/Program: 1.1 Prime Minister and Cabinet

Topic: Office for Women – Male Champions of Change

Senator: Senator Claire Moore

Question reference number: 28

Type of Question: Hansard

Date set by the committee for the return of answer: 17 January 2014

Number of pages: 2

Question:

Senator MOORE: Does the department have any publications or policies that we can see which support the championing of women into different positions? We had some data at the lunch about what various organisations were doing, but there was nothing specific in the document I received which said, "This is what PM&C has done". It would be useful if we could see—on notice—what the specific processes are in PM&C. That would be great.

Ms Cross: I am happy to do that.

Senator MOORE: I want to know about advisory groups. You know that there have been general questions about advisory groups and engagement with the community. Are there any advisory groups within the Office for Women—not the alliances? Are there any other advisory groups linking into community organisations that the Office for Women work with? I can put that on notice.

Ms Steele: I will take it on notice.

Answer:

As a Male Champion of Change the Secretary, Dr Ian Watt AO, has launched a number of initiatives over the last 12 months within the Department of the Prime Minister and Cabinet (PM&C).

PM&C Women's Network - The PM&C Women's Network was launched by the Secretary on International Women's Day 2013. It was established to support women in PM&C, provide opportunities to examine issues facing women in the Australian Public Service and PM&C environment, and to share practical experience in navigating a successful and satisfying APS career. The network is supported by PM&C's most senior women, and membership is open to all PM&C staff.

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Supplementary Budget Estimates 18-22 November 2013

Prime Minister and Cabinet Portfolio

Job Share Register – Established in early 2013, PM&C's job share register supports employees to negotiate job share arrangements as well as complement other flexible working arrangements already in place.

Male Champions of Change Event – On 13 July 2013, the Secretary held an event with the other public sector Male Champions of Change and Ms Elizabeth Broderick, the Sex Discrimination Commissioner. The initiative was the first of its kind to promote the role of the leader in driving change across the public sector by advocating for greater opportunities for women in senior leadership roles.

Flexible working arrangements tool kit – PM&C's tool kit was developed as a result of an internal review of the PM&C's flexible work practices. The tool kit supports and encourages managers to be open to requests for flexible working arrangements.

PM&C also contributed to the development of the final report for the Male Champions of Change programme, *Accelerating the advancement of women in leadership: Listening, Learning, Leading*, launched by Ms Broderick on 6 November 2013.

There are currently no advisory groups set up by PM&C on women's policy. The Office for Women engages with the National Women's Alliances, and other key stakeholders from the public, private and community sectors as required.