

**Senate Standing Committee on Education Employment and Workplace
Relations**

**QUESTIONS ON NOTICE
Additional Estimates 2012-2013**

Agency - Fair Work Ombudsman

DEEWR Question No. EW0893_13

Senator Abetz asked on 13 February 2013 , Hansard page 34

Question

MOU funding for a strategic centre for leadership

We have a contract notice CN1010651, MOU funding for strategic centre for leadership. What was this for? Mr Wilson: You have us there, I think. Senator ABETZ: Does anybody know about that? Mr Wilson: Ms Strangio may be able to assist on that. Senator ABETZ: It was for \$20,400—MOU funding for a strategic centre for leadership. Ms Strangio: I believe that funding would be a payment to the Australian Public Service Commission. Senator ABETZ: Yes, but what were you getting for that money? Ms Strangio: Off the top of my head we— Senator ABETZ: Take that on notice. Ms Strangio: Okay. Mr Wilson: I can answer it now. It is a measure which—the Australian Public Service Commission has entered into a relationship with the centre and effectively it has then invoiced all agencies above a certain size and done it on a pro rata basis. So it is a whole-of-government initiative as I understand it. Senator ABETZ: This was in education and training services and it is a procurement? Mr Wilson: We will double-check that information and take it on notice.

Answer

The Fair Work Ombudsman had provided the following response:

In April 2012, the Secretaries Board of the Australian Public Service (APS) approved a proposal for funding of the Strategic Centre for Leadership, Learning and Development (the Strategic Centre) via a contribution from agencies with more than 200 APS employees. The Strategic Centre was established within the Australian Public Service Commission as a response to recommendations contained within the Blueprint for Reform of Commonwealth Government Administration.

The Fair Work Ombudsman's (FWO) contribution is achieved through a Memorandum of Understanding (MoU) which operates from 2011-2016 and funds a number of initiatives by the Strategic Centre including the introduction of APS-wide talent development programs, and improvements to the APS's leadership learning and development framework. The funding amount of \$20 400 from the FWO relates to the 2012–13 financial year.

The activities undertaken by the Strategic Centre are specified by the MoU and comprise:

- a. Development and refresh of the APS leadership development strategy;
- b. **Contemporary leadership development program / intervention design principles** for cross-APS programs which deliver on the leadership and core skills development strategies;
- c. **Management of high potential development system** for intensive development of high potential leaders. This will include the design and management of the program, nomination processes, assessment and selection and alumni network;
- d. **Quality assurance of program/development providers.** The Strategic Centre will identify providers and review their suitability to deliver on the program design principles;
- e. **Central brokerage and procurement and brokering of programs/interventions.** Where there are clear value for money or consistency benefits in the Strategic Centre working on behalf of the APS to centrally broker and procure leadership and / or core skills programs and interventions, the Strategic Centre will procure and manage the contracts for these programs;
- f. **Evaluation** of leadership development strategy and leadership development programs/interventions, including a formal evaluation of the Strategic Centre's effectiveness to commence at the end of year 3 (June 2014); and
- g. **Thought leadership and support and advice for agencies** through active network management, establishment and management of a community of practice, online support, guidance, and events.

The MoU is not a procurement process. It represents a contribution that each of the funding departments and agencies make to the Strategic Centre's work, as a way of addressing key APS workforce risks through greater collaboration and sharing.