



24 February 2025

Tēnā koe

Official Information Act request

Thank you for your email of 27 January 2025, requesting information about Ministry staff attendance on Boma courses in the last three years, and any evaluations of these courses.

I have considered your request under the Official Information Act 1982 (the Act).

The Boma programmes were selected through ongoing one-on-one developmental conversations between Ministry staff and their manager to meet specific career or capability needs that were agreed through regular coaching. Over the last three years, thirteen Ministry staff attended Boma programmes.

Ministry participants were typically in specialist roles or functions, for example principal or senior advisors, where this development opportunity supported their unique growth and development needs.

The majority of participants attended locally delivered programmes which meant there were no additional costs, apart from two instances where travel was required. This resulted in \$1,112.00 air travel costs, and \$366.69 accommodation as well as daily personal expenses of \$75 for meals.

There is no formal evaluation of the value of attending these programmes, outside of regular coaching conversations between managers who authorise attendance to these programmes and the participants, which can include conversations about how learning is applied effectively back in the workplace or how it supports career aspirations.

The following table sets out the dates and course costs for the thirteen Ministry staff who attended Boma programmes over the last three years.

Table One: Dates and costs for 13 Ministry staff attending Boma programmes in the last three years.

Course	Date	Cost
Dare to Lead	May 2022	\$2,995
Dare to Lead	Aug 2022	\$2,995
Dare to Lead	Sept 2022	\$2,495
Dare to Lead	Nov 2022	\$2,995
Dare to Lead	Nov 2022	\$2,995
Dare to Lead	Nov 2022	\$2,995
Dare to Lead	Mar 2023	\$2,120
Dare to Lead	Mar 2024	\$2,120
Equity for Leaders	May 2023	\$1,495
Equity for Leaders	May 2023	\$1,495
Dare to Lead	Oct 2024	\$2,495
Dare to Lead	Oct 2024	\$2,995
Dare to Lead	Nov 2024	\$1,995
TOTAL		\$32,185

I will be publishing this decision letter, with your personal details deleted, on the Ministry's website in due course.

If you wish to discuss this response with us, please feel free to contact OIA_Requests@msd.govt.nz.

If you are not satisfied with my decision on your request, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or 0800 802 602.

Ngā mihi nui

pp. 

Anna Graham
General Manager
Ministerial and Executive Services