



Te Kawa Mataaho

Public Service Commission

30 April 2026

9(2)(a) privacy

9(2)(a) privacy

Official Information Act Request

Our Ref: OIA 2026-0033, OIA 2026-0051, OIA 2026-0059, OIA 2026-0071, OIA 2026-0075

I refer to your Official Information Act 1982 (OIA) request transferred to the Public Service Commission (the Commission), from the Ministry of Health on 24 February 2026:

“...External training and development

For the past five financial or calendar years, please provide all training and development opportunities that have been requested and/or approved for the Chief Executive; whether or not these opportunities have commenced.

Please include:

- *The name of the training or development programme*
- *The provider and country*
- *The year approved and/or attended*
- *The total cost per participant*
- *A breakdown of costs including:*
 - *Course or tuition fees*
 - *Accommodation*
 - *Flights and travel*
 - *Any other associated costs funded by the agency*

Executive coaching and counselling services

For the same five financial or calendar years, please provide details of any externally contracted executive coaching, leadership coaching, life coaching, or other externally funded advisory or counselling services provided as part of employment arrangements for the Chief Executive.

For each engagement, please provide:

- *The type of service (e.g. executive coaching, leadership coaching, psychological advisory services)*
- *The provider (individual or organisation)*
- *The year engaged*
- *The total cost per individual*
- *The total annual expenditure by the agency on such services.”*

On 24 March 2026, the Commission notified you of an extension to the timeframe required for us to make our decision on your request, to 30 April 2026. This was because consultations needed to make a decision on your request were such that a proper response could not reasonably be made within the original time limit.

You also requested the same information for the Chief Executive of the Ministry of Social Development and the Chief Executive of the Department of Internal Affairs. These requests were partially transferred to the Commission on 10 March 2026 and 17 March 2026.

After you were advised of the extension, you made further requests for the same information relating to the Chief Executives of the Ministry of Education, the Ministry of Business, Innovation and Employment and the Ministry for Primary Industries. These requests were also partially transferred to the Commission.

To reduce duplication of effort, we are providing one combined response that addresses all five of your requests.

Background information

The functions and responsibilities of chief executives across the Public Service are overseen by the Commission. The Commission provides governance, support, and leadership to ensure these roles operate within the established framework and meet government priorities.

All Public Service chief executives operate within the Chief Executive Performance Framework, which sets clear expectations for delivery of Government priorities, system and agency performance, and personal leadership and stewardship responsibilities.

Within this context, the Public Service Commission has a system leadership role in supporting the capability, performance and professional development of chief executives. This includes facilitating access to leadership and development opportunities that strengthen both individual and collective capability across the Public Service. Professional development opportunities are considered on a case-by-case basis, having regard to individual development needs, system priorities and value for money, and may be agreed through a chief executive's development plan and/or reflected in relevant contractual arrangements.

Information being released – part one

Payment of significant training and development costs, and those associated with the chief executives' development plan, are agreed on a case-by-case basis between the chief executive and the Public Service Commission. The Public Service Commission may pay where, for example, the cost would be unreasonable for a small agency to pay. In all other cases, the department will pay the costs with the permission of the Commission and approved by a senior leader that is not the chief executive benefitting from the development.

The Commission has identified the *training and development opportunities that have been requested by and/or approved for the Chief Executive* relevant to your requests. We are currently finalising this information and will release this to you before **13 May 2026**.

Information does not exist – part two

In response to part two of your request for information related to any externally contracted executive coaching, leadership coaching, life coaching, or other externally funded advisory or counselling services provided as part of employment arrangements for the Chief Executive.

The Public Service Commission has not funded any executive leadership coaching for the Chief Executives of the Ministry of Internal Affairs, Ministry of Education, Ministry of Business, Innovation and Employment, the Ministry of Social Development, the Department of Internal Affairs, the Ministry of Health, or the Ministry for Primary Industries. If utilised these costs are met by the chief executives themselves.

All Chief Executives have access to Umbrella Wellbeing, a service delivered by psychologists who specialise in enhancing mental health and resilience in the workplace. However, as this service is accessed anonymously, the Commission has no record or visibility of which chief executives have accessed this service (or for what reason). Therefore, we are refusing this part of your request under section 18(e) of the OIA on the grounds the information does not exist.

If you wish to discuss this decision with us, please feel free to contact Enquiries@publicservice.govt.nz.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that we intend to publish this letter (with your personal details removed) and enclosed document on the Commission's website.

Yours sincerely



Nicky Dirks

Manager – Ministerial and Executive Services
Te Kawa Mataaho Public Service Commission