

SSC REPORT

STATE SERVICES COMMISSION
Te Komihana O Ngā Tari Kāwanatanga



IN CONFIDENCE

Public Service Chief Executive Appointments

Date: 5 June 2018

Report No: SSC2018/540

Contact: Juanita Te Kani, Director, Chief Executive Development, Appointment, and Remuneration

Telephone: 9(2)(a) privacy

	Action Sought	Deadline
Hon Chris Hipkins Minister of State Services	Sign and lodge the attached Cabinet paper	7 June 2018

Enclosure: Yes (attached)

Executive Summary

- 1 The State Services Commissioner (the Commissioner) has a package of recommendations to reappoint three Public Service chief executives (CEs), and to transfer and appoint five current Public Service CE roles in another departments.
- 2 Responsible Ministers have been consulted about each of the proposed reappointments and transfers.
- 3 In accordance with section 38 of the State Sector Act 1988, the Commissioner is required to consult with you and the Prime Minister before finalising the terms and conditions of employment for the CE roles. This consultation is due to commence shortly for the reappointments.
- 4 The paper also notes that the Commissioner has recently reappointed the Government Statistician and Chief Executive, Statistics New Zealand. This decision does not require referral to the Governor-General in Council.

Recommended Action

We recommend that you:

- a **sign and lodge** the attached Cabinet paper regarding the reappointment of three Public Service CE roles and the transfer and appointment of five current Public Service CE roles, for consideration by Cabinet on 11 June 2018.

Lodged.

Hon Chris Hipkins
Minister of State Services

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Office of the Minister of State Services

Chair
Cabinet

Public Service Chief Executive Appointments and Reappointments

- 1 The State Services Commissioner (the Commissioner) has forwarded to me, as Minister of State Services, recommendations to reappoint three Public Service chief executives (CEs), under section 36 of the State Sector Act 1988 (the Act).
- 2 The Commissioner has also forwarded to me recommendations to transfer and appoint five current Public Service CEs to CE roles in other departments, under sections 37A and 35 of the Act.
- 3 I now submit the Commissioner's recommendations, attached under this coversheet, to Cabinet for consideration and referral to the Governor-General in Council.
- 4 The Commissioner has consulted the Prime Minister and me about this package of recommendations, and responsible Ministers about each of the reappointments. Responsible Ministers have been consulted about each of the transfers.
- 5 The Commissioner will consult with the Prime Minister and me before finalising conditions of employment for each of the CEs, including their term of appointment, as required under section 38 of the Act.
- 6 In accordance with section 37 of the Act the Commissioner has also recently reappointed the Government Statistician and Chief Executive, Statistics New Zealand. This decision is for noting only as it does not require referral to the Governor-General in Council. In this case, Parliament has decided that in order to give confidence around the integrity of official information and statistics, this appointment should be made directly by the Commissioner without reference to Ministers.

Recommendations

- 7 I recommend that Cabinet:
 - 1 **note** the recommendation of the State Services Commissioner (the Commissioner) to **reappoint**:
 - 1.1. Mr Andrew **KIBBLEWHITE** to the position of Chief Executive, Department of the Prime Minister and Cabinet, for a term of seven months from 25 June 2018 to 31 January 2019;
 - 1.2. Ms Helene **QUILTER** to the position of Secretary of Defence and Chief Executive, Ministry of Defence, for a term of 12 months from 1 July 2018 to 30 June 2019; and
 - 1.3. Ms Julie **READ** to the position of Director and Chief Executive, Serious Fraud Office; for a term of eight months from 21 October 2018 to 30 June 2019;
 - 2 **note** the recommendation of the Commissioner to **transfer and appoint**:
 - 2.1 Mr Andrew **KIBBLEWHITE** to the position of Secretary for Justice and Chief Executive, Ministry of Justice, for a term of five years from 1 February 2019 to 28 January 2024;
 - 2.2 Mr Brook **BARRINGTON** to the position of Chief Executive, Department of the Prime Minister and Cabinet, for a term of five years from 1 February 2019 to 28 January 2024;

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- 2.3 Mr Andrew **BRIDGMAN** to the position of Secretary of Defence and Chief Executive, Ministry of Defence, for a term of five years from 1 July 2019 to 30 June 2024;
- 2.4 Mr Ray **SMITH** to the position of Director-General for Primary Industries and Chief Executive, Ministry for Primary Industries, for a term of five years from 1 November 2018 to 31 October 2023; and
- 2.5 Mr Paul **JAMES** to the position of Secretary for Internal Affairs and Chief Executive, Department of Internal Affairs, for a term of five years from 1 October 2018 to 29 September 2023.
- 3 **authorise** the submission of the attached recommendations and curricula vitae relating to the reappointments and transfers, listed in paragraphs 1 and 2 above, to the Governor-General in Council;
- 4 **note** that, in accordance with section 38 of the Act, the Commissioner will consult with the Prime Minister and me before finalising the conditions of employment with each of the chief executives listed in paragraphs one and two above;
- 5 **note** that under the Act the Commissioner is required to publicly announce appointments and reappointments;
- 6 **note** that subject to the Governor-General's acceptance of the Commissioner's recommendations, the Commissioner intends to:
- 6.1 publicly announce the package of transfers and appointments, and to announce the reappointments in the *New Zealand Gazette*;
- 6.2 proactively release associated documents on the State Services Commission's website;
- 7 **note** that the Commissioner has **reappointed** Ms Liz **MACPHERSON** to the position of Government Statistician and Chief Executive, Statistics New Zealand.



Hon Chris Hipkins
Minister of State Services

8 / 6 / 2018

IN CONFIDENCE

7 June 2018

Hon Chris Hipkins
Minister of State Services

Public Service Chief Executive Appointments

Proposal

- 1 The State Sector Act 1988 (the Act) sets out the process for appointing chief executives (CEs) of Public Service departments. Under the provisions of the Act, the State Services Commissioner (the Commissioner) is responsible for the appointment of Public Service department CEs. In relation to almost all of these appointments, it is the Commissioner's role to decide on a recommended appointee for the CE position. The Minister of State Services refers the recommendation, via Cabinet following its formal consideration of the recommendation, to the Governor-General in Council to be accepted or declined.
- 2 This paper contains a package of recommendations to reappoint three Public Service CEs and to transfer and appoint five current Public Service CEs to CE roles in other departments. The package further addresses three additional vacancies that will arise from my proposal to transfer certain CEs. The package ensures that we:
 - 2.1. maintain the momentum of work and development in three departments by retaining the expertise of the current CE for a further term;
 - 2.2. better utilise the skills and expertise of our existing CE cohort by transferring four experienced CEs to lead other departments where prior CE experience is vital;
 - 2.3. refresh and augment the CE cohort by advertising and filling three consequential CE vacancies.

Background

- 3 Our system of CE appointments is designed to ensure that appointments are made in a politically neutral manner. This is fundamental to maintaining a professional and apolitical Public Service that is able to work loyally, effectively, and professionally for each successive government. Each CE, once appointed, is independently responsible for ensuring that employment decisions within the department are made on merit. As a society, we operate one of the most open economies in the world, yet we have one of the lowest levels of corruption internationally. Arguably, our apolitical Public Service is part of the mix of institutions and practices that allow us to achieve this.
- 4 The Act promotes political neutrality in CE appointments by providing that the Commissioner makes an independent recommendation on a candidate for appointment. Ministers have the right to be consulted during the process. The Governor-General in Council may either accept or decline the Commissioner's recommendation. The Act places appropriate safeguards around the CE appointment process, including public notification.

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Reappointment of Government Statistician

- 5 Among Public Service departments there are three exceptions to the above process:
- 5.1. the Commissioner, who is appointed on the recommendation of the Prime Minister;
 - 5.2. the CE of the Crown Law Office: the Solicitor-General, who is appointed on the recommendation of the Attorney-General; and
 - 5.3. the Government Statistician. Parliament has decided that to give confidence around the integrity of official information and statistics, the appointment of the Government Statistician should be made directly by the Commissioner without reference to Ministers.
- 6 Accordingly, in relation to the Government Statistician role, I have recently reappointed **Ms Liz MacPherson** to the position of Government Statistician and Chief Executive, Statistics New Zealand (Stats NZ) for a further term of three years from 26 August 2018 to 22 August 2021.

Process for Filling CE Vacancies

- 7 Under the Act, a vacancy or impending vacancy for each departmental CE role can be filled in one of three ways, as follows:
- 7.1. by reappointing the incumbent CE for a further term at the completion of their existing contract; or
 - 7.2. by transferring an existing CE from one department into another; or
 - 7.3. by advertising and filling the position on an open basis.
- 8 Each of these options has its strengths and is appropriate in certain circumstances:
- 8.1. Reappointing CEs ensures that we retain strong, experienced leadership, and maintain momentum across the Public Service. This is especially important in organisations where there are multi-year change programmes underway and stability of leadership is a critical component of delivering the promised transformation.
 - 8.2. Transferring a CE can ensure that the right person is in place to lead the organisation to deliver and meet the relevant Minister's needs. These CEs will bring new ideas into an organisation, while providing the stability of experienced leadership in critical roles at critical times. It also retains key skills and experience in the broader Public Service leadership cohort.
 - 8.3. Open recruitment provides an opportunity to broaden the Public Service leadership cohort by introducing new and diverse talent.

The CE Recruitment Package

- 9 Previously, appointments and reappointments have been made at the time the vacancies arose. I consider that at this time, to maintain momentum on the Government's programme, as well as develop the CE cohort, I need to make a number of CE appointment and reappointment decisions as a package.
- 10 In accordance with section 38 of the Act, I will consult the Prime Minister and the Minister of State Services before finalising conditions of employment for each CE, including their term of appointment.
- 11 For each of the recommendations below I have considered the Government's programme, individual Ministerial priorities, and the requirements of the department concerned. I have also considered the match between CE skills and attributes and the requirements of each role.

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Reappointments

- 12 I recommend the **reappointment** of the following three Public Service CEs:
- 12.1. **Mr Andrew Kibblewhite** to the position of Chief Executive, Department of the Prime Minister and Cabinet (DPMC). I intend to appoint him for a term of seven months from 25 June 2018 to 31 January 2019;
 - 12.2. **Ms Helene Quilter** to the position of Secretary of Defence and Chief Executive, Ministry of Defence (Defence). I intend to appoint her for a term of 12 months from 1 July 2018 to 30 June 2019; and
 - 12.3. **Ms Julie Read** to the position of Director and Chief Executive, Serious Fraud Office (SFO). I intend to appoint her for a term of eight months from 21 October 2018 to 30 June 2019.
- 13 The CE of DPMC provides advice and support to the Prime Minister to set and achieve the Government's priorities and to advance key policy issues. I consider that Mr Kibblewhite should be reappointed for a period of time sufficient to progress the arrangements needed to support the current priority setting of the Government.
- 14 Similarly, the re-appointment of Ms Quilter will enable her to complete the review of the Strategic policy settings for Defence (as detailed in the Defence White Paper 2016), Defence's procurement policy and practices, and the Defence Capability Plan and supporting Capital Plan (with a \$20 billion capital envelope out to 2030).
- 15 SFO investigates and prosecutes serious or complex financial crime. I believe that the reappointment of Ms Read will provide stability and continuity in the critical areas of work that SFO undertakes.
- 16 Responsible Ministers have been consulted regarding the proposed reappointments.
- 17 Attached to this report are the summarised curricula vitae and the recommendations for each of the CEs to be reappointed, for execution by the Governor-General in due course. I propose that you forward these recommendations to Cabinet for consideration and referral to the Governor-General in Council.

Transfers

- 18 Section 37A of the Act enables me to recommend the transfer of a current Public Service CE into a CE role in another department. Before making a recommendation I must believe on reasonable grounds that the transfer would be in the public interest. Below I recommend a series of transfers and explain why I believe they are in the public interest.
- 19 I recommend the **transfer** of five Public Service CEs to other roles in a series of planned movements.
- 19.1. For **transfer 1**, I recommend the following:
- 19.1.1. Following the end of Mr Andrew Kibblewhite's reappointment term, the transfer of **Mr Brook Barrington**, currently Secretary of Foreign Affairs and Trade, to the position of **Chief Executive, Department of the Prime Minister and Cabinet**. I intend to appoint Mr Barrington for a term of five years from 1 February 2019 to 28 January 2024.
 - 19.1.2. DPMC's principal role is the provision of advice and support to the Prime Minister and Cabinet. Mr Barrington has demonstrated strong skills in leading at the political interface, providing policy advice and advancing policy issues.
 - 19.1.3. Mr Barrington has previously worked at DPMC as the Foreign Affairs Advisor and has an excellent understanding of DPMC's principal role in the provision of advice and support to the Prime Minister.

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- 19.1.4. Mr Barrington has significant experience in leading major policy change and the skills to provide policy leadership and capability development across government agencies and portfolios.
- 19.1.5. I consider that Mr Barrington has the necessary experience and skills to successfully lead DPMC.
- 19.1.6. Transferring Mr Barrington will create a vacancy in the role of Secretary of Foreign Affairs and Chief Executive, Ministry of Foreign Affairs and Trade. I intend to advertise this vacancy at the appropriate time.
- 19.2. For **transfer 2**, I recommend the following:
- 19.2.1. After Ms Helene Quilter finishes her reappointment term, the transfer of **Mr Andrew Bridgman**, currently Secretary for Justice, to the position of **Secretary of Defence and Chief Executive, Ministry of Defence**. I intend to appoint Mr Bridgman for a term of five years from 1 July 2019 to 30 June 2024.
- 19.2.2. The Secretary of Defence leads defence policy and is the principal civilian advisor to the Government. The role involves the relationship with the Chief of Defence Force as a leader with his/her own statutory mandate and the head of the Defence forces.
- 19.2.3. Mr Bridgman has a strong reputation for his experience and leadership as a policy leader. He is a senior public servant with significant experience across all areas that are important to this position, including stakeholder relationships and successfully developing and implementing strategies and managing big capital projects.
- 19.2.4. Mr Bridgman has experience of effectively working with the Judiciary and Courts systems from the Ministry of Justice (MoJ), and in relation to the New Zealand Police. He also gained experience in working with the health sector and District Health Boards when he was at the Ministry of Health. He is a strong system leader who provides strategic leadership and is experienced at leading organisation change.
- 19.2.5. I consider that Mr Bridgman has the right leadership and experience to successfully lead Defence.
- 19.2.6. Transferring Mr Bridgman will create a vacancy in the position of Secretary for Justice and Chief Executive, Ministry of Justice (Justice).
- 19.2.7. I recommend the transfer of **Mr Andrew Kibblewhite**, currently CE of DPMC, to the position of **Secretary for Justice and Chief Executive, Ministry of Justice**. I intend to appoint Mr Kibblewhite for a term of five years from 1 February 2019 to 28 January 2024.
- 19.2.8. The Secretary for Justice leads the sector in undertaking significant reform to achieve the Government's targets and improve public safety.
- 19.2.9. Mr Kibblewhite has extensive experience in leading major policy change in his current role at DPMC and in his previous roles at the Treasury. He has built and maintained effective working relationships with key stakeholders and is very experienced in delivering results by working collaboratively with others.
- 19.2.10. Mr Kibblewhite has 30 years' experience in the Public Service and has advised three Prime Ministers and numerous Ministers on complex strategic and policy issues.

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- 19.2.11. I consider that Mr Kibblewhite has the right skills and experience to deliver on the Government's priorities.

19.3. For **transfer 3**, I recommend the following:

- 19.3.1. Following the end of Mr Martyn Dunne's term, the transfer of **Mr Ray Smith**, currently CE, Department of Corrections (Corrections), to the position of **Director-General for Primary Industries and Chief Executive, Ministry for Primary Industries (MPI)**. I intend to appoint Mr Smith for a term of five years from 1 November 2018 to 31 October 2023.
- 19.3.2. The Director-General for Primary Industries leads the primary production sector in order to meet their objective of "growing and protecting New Zealand."
- 19.3.3. Mr Smith has extensive experience in leading and successfully managing change in large complex environments. This is complemented by his wide-ranging operational leadership skills and experience.
- 19.3.4. Mr Smith is skilled at incident management, including those incidents that attract considerable public attention.
- 19.3.5. Mr Smith has proved in successive roles that he has the ability to build strong partnerships with diverse stakeholders.
- 19.3.6. I consider that Mr Smith will bring leadership and experience to the role that will help to achieve the Government's priorities.
- 19.3.7. Transferring Mr Ray Smith will create a vacancy in the role of Chief Executive, Corrections. I intend to advertise this vacancy at the appropriate time.

19.4. For **transfer 4**, I recommend the following:

- 19.4.1. Following Mr Colin MacDonald stepping down from his role, the transfer of **Mr Paul James**, currently CE of the Ministry for Culture and Heritage (MCH), to the position of **Secretary for Internal Affairs and Chief Executive, Department of Internal Affairs (DIA)** for a term of five years from 1 October 2018 to 29 September 2023.
- 19.4.2. The Secretary for Internal Affairs leads a wide range of functions that provide services that connect people, communities and government. The Secretary is also the Secretary for Local Government and currently the Government Chief Digital Officer. 9(2)(f)(iv) confidentiality of advice 9(2)(f)(iv) confidentiality of advice
- 19.4.3. Mr James is a widely respected leader in the Public Service. He has significant experience in policy and strategic advice, and effective engagement with local government, the community and Crown entity leaders.
- 19.4.4. Mr James has successfully led organisational and cultural change to drive performance improvement, including in his current role as CE of MCH.
- 19.4.5. Mr James is familiar with DIA having previously been a Deputy Chief Executive there. In addition, MCH and DIA have strong links through their interest in Archives and the National Library.
- 19.4.6. I consider that Mr James brings a depth of knowledge, understanding and credibility to effectively lead this department.

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19.4.7. Transferring Mr Paul James will create a vacancy in the position of Chief Executive, Ministry for Culture and Heritage. I intend to advertise this vacancy at the appropriate time.

- 20 As required under the Act, Responsible Ministers have been consulted regarding each of the proposed transfers.
- 21 Attached to this report are the summarised curricula vitae and the warrants for each of the CEs to be transferred, for execution by the Governor-General. I propose that you forward these recommendations to Cabinet for consideration and referral to the Governor-General in Council.

Security Clearances

- 22 The employment of the CEs will be subject to them maintaining the relevant security clearance:
- 22.1. SECRET level security clearance for the CE positions at SFO, Stats NZ, Justice, and MPI;
- 22.2. TOP SECRET level security clearance for the CE position at DIA;
- 22.3. TOP SECRET SPECIAL level security clearance for the CE positions at DPMC and Defence.

Publicity

- 23 Subject to the Governor-General's acceptance of my recommendations above, I intend to publicly announce the CE transfers and appointments on Tuesday 12 June 2018. I also intend to notify the reappointments in the *New Zealand Gazette*. This will meet my obligation under the Act to publicly notify appointments.
- 24 It is also my intention to publicly release associated documents, including this paper, on the State Services Commission's website, as is our standard practice for CE appointment recommendations. The documents will have any necessary redactions in accordance with the Official Information Act 1982. You will be consulted on the communications plan and material to be released.

Recommendations

- 27 I recommend that you:
- 1 **note** the importance of a politically neutral chief executive (CE) appointment process for our constitutional arrangements;
 - 2 **note** that the State Services Commissioner's role is to make an independent recommendation for the appointment of a CE;
 - 3 **note** that any departmental CE role is able to be filled, under the State Sector Act 1988, by reappointment of the existing CE, or by the transfer of an existing CE from another department, or through a publicly notified and contestable appointment process;
 - 4 **forward** my recommendation to **reappoint** the following Public Service CEs to Cabinet for referral to the Governor-General in Council:
 - 4.1 Ms Julie **READ** to the position of Director and Chief Executive, Serious Fraud Office;
 - 4.2 Mr Andrew **KIBBLEWHITE** to the position of Chief Executive, Department of the Prime Minister and Cabinet; and
 - 4.3 Ms Helene **QUILTER** to the position of Secretary of Defence and Chief Executive, Ministry of Defence;

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- 5 **forward** my recommendation to **transfer and appoint** the following Public Service CEs to Cabinet for referral to the Governor-General in Council:
- 5.1 Mr Brook **BARRINGTON** to the position of Chief Executive, Department of the Prime Minister and Cabinet;
 - 5.2 Mr Andrew **BRIDGMAN** to the position of Secretary of Defence and Chief Executive, Ministry of Defence;
 - 5.3 Mr Andrew **KIBBLEWHITE** to the position of Secretary for Justice and Chief Executive, Ministry of Justice;
 - 5.4 Mr Ray **SMITH** to the position of Director-General for Primary Industries and Chief Executive, Ministry for Primary Industries; and
 - 5.5 Mr Paul **JAMES** to the position of Secretary for Internal Affairs and Chief Executive, Department of Internal Affairs;
- 6 **note** that I will run an appointment process for the following CE vacancies as a consequence of the transfers:
- 6.1 Secretary of Foreign Affairs and Trade and Chief Executive, Ministry of Foreign Affairs and Trade;
 - 6.2 Chief Executive, Department of Corrections; and
 - 6.3 Chief Executive, Ministry for Culture and Heritage;
- 7 **note** that I believe on reasonable grounds that each proposed transfer is in the public interest;
- 8 **note** that Responsible Ministers have been consulted in relation to each proposal;
- 9 **note** that curricula vitae and the recommendations for reappointment and transfer are attached for each of the CEs, for referral to the Governor-General;
- 10 **note** that I will consult the Prime Minister and the Minister of State Services before finalising conditions of employment for each of the CEs, including their term of appointment; and
- 11 **note** that subject to the Governor-General's acceptance of my recommendations, I intend to:
- 11.1 publicly announce the package of transfers and appointments on Tuesday 12 June 2018, and to announce the reappointments in the *New Zealand Gazette*;
 - 11.2 proactively release associated documents on the State Services Commission's website.

Debbie Power
Deputy State Services Commissioner



In Executive Council

Her Excellency the Governor-General is recommended to

accept the recommendation of the State Services Commissioner that

Andrew Lance Kibblewhite

be appointed, pursuant to sections 35 and 36 of the State Sector Act 1988,
as the Chief Executive, Department of the Prime Minister and Cabinet.

A handwritten signature in blue ink, appearing to read 'Chris Hipkins'.

Hon Chris Hipkins
Minister of State Services

Approved in Council

A handwritten signature in blue ink, appearing to read 'Patsy Reddy'.

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Clerk of the Executive Council

Date: 11/6/18



In Executive Council

Her Excellency the Governor-General is recommended to

accept the recommendation of the State Services Commissioner that

Helene Elizabeth Quilter

be appointed, pursuant to sections 35 and 36 of the State Sector Act 1988,
as the Secretary of Defence and Chief Executive, Ministry of Defence.

A handwritten signature in blue ink, appearing to read 'Chris Hipkins'.

Hon Chris Hipkins
Minister of State Services

Approved in Council

A handwritten signature in blue ink, appearing to read 'Patsy Keady'.

A handwritten signature in blue ink, appearing to read 'M. J. L. Watt'.

Clerk of the Executive Council

Date:

14/6/18



In Executive Council

Her Excellency the Governor-General is recommended to

accept the recommendation of the State Services Commissioner that

Julie Read

be appointed, pursuant to sections 35 and 36 of the State Sector Act 1988,
as the Director and Chief Executive, Serious Fraud Office.

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Hon Chris Hipkins
Minister of State Services

Approved in Council

A handwritten signature in blue ink, appearing to read 'Patsy Reddy', written over a horizontal line.

A handwritten signature in blue ink, appearing to read 'M. L. W. W. W.', written over a horizontal line.

Clerk of the Executive Council

Date: 11/6/18



In Executive Council

Her Excellency the Governor-General is recommended to

accept the recommendation of the State Services Commissioner that

Andrew Lance Kibblewhite

be appointed, pursuant to section 35 of the State Sector Act 1988,
as the Secretary for Justice and Chief Executive, Ministry of Justice.

A handwritten signature in blue ink, appearing to read 'Chris Hipkins'.

Hon Chris Hipkins
Minister of State Services

Approved in Council

A handwritten signature in blue ink, appearing to read 'Patsy Reddy'.

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Clerk of the Executive Council

Date: 11/6/18



In Executive Council

Her Excellency the Governor-General is recommended to

accept the recommendation of the State Services Commissioner that

Brook Francis Barrington

be appointed, pursuant to section 35 of the State Sector Act 1988,
as Chief Executive, Department of the Prime Minister and Cabinet.

Hon Chris Hipkins
Minister of State Services

Approved in Council

Clerk of the Executive Council

Date: 11/6/18



In Executive Council

Her Excellency the Governor-General is recommended to

accept the recommendation of the State Services Commissioner that

Matthew Andrew Bridgman

be appointed, pursuant to section 35 of the State Sector Act 1988,
as the Secretary of Defence and Chief Executive, Ministry of Defence.

A handwritten signature in blue ink, appearing to read 'Chris Hipkins'.

Hon Chris Hipkins
Minister of State Services

Approved in Council

A handwritten signature in blue ink, appearing to read 'Patsy Reddy'.

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Clerk of the Executive Council

Date:

11/6/18



In Executive Council

Her Excellency the Governor-General is recommended to

accept the recommendation of the State Services Commissioner that

Raymond Stanley Smith

be appointed, pursuant to section 35 of the State Sector Act 1988,
as the Director-General for Primary Industries and Chief Executive, Ministry for
Primary Industries.

A handwritten signature in blue ink, appearing to be 'CH', written over a horizontal line.

Hon Chris Hipkins
Minister of State Services

Approved in Council

A handwritten signature in blue ink, appearing to be 'Patsy Gleadley', written over a horizontal line.

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Clerk of the Executive Council

Date: 11/6/18



In Executive Council

Her Excellency the Governor-General is recommended to

accept the recommendation of the State Services Commissioner that

Paul David James

be appointed, pursuant to section 35 of the State Sector Act 1988,

as the Secretary for Internal Affairs and Chief Executive,

Department of Internal Affairs.

A handwritten signature in blue ink, appearing to read "G. Hipkins".

Hon Chris Hipkins
Minister of State Services

Approved in Council

A handwritten signature in blue ink, appearing to read "Patsy Reddy".

A handwritten signature in blue ink, appearing to read "M. L. W. Webb".

Clerk of the Executive Council

Date: 11/6/18

CURRICULUM VITAE

Elizabeth (Liz) MacPherson

Employment History

2013 - Present	Statistics New Zealand Government Statistician and Chief Executive
2012 - 2013	Ministry of Business, Innovation and Employment Deputy Chief Executive, Strategy and Governance
2012	Ministry of Business, Innovation and Employment Deputy Secretary - Labour
	Ministry of Economic Development
2012	Acting Chief Executive
2010 - 2012	Deputy Secretary, Tourism Events and Consumer Affairs
2007 - 2012	Deputy Secretary, Effective Markets Branch
2002 - 2007	Deputy Secretary, Consumer Affairs Branch
	Department of Labour
1999 - 2002	Manager, Opportunities and Monitoring Team, Labour Market Policy Group
1994 - 1999	Manager, Employment Policy Team, Labour Market Policy Group
1992 - 1994	Analyst, Labour Market Policy Group
	Ministry of Education
1990	Analyst, Labour Market Analysis Team
	Department of Labour
1989	Trainee Policy Analyst, Education and Training Support Division

Academic Qualifications

1989	Master of Arts (First Class) in English, Auckland University
1987	Bachelor of Arts in English and Geography, Auckland University
1983	Diploma in Horticulture, Massey University

CURRICULUM VITAE

Andrew Kibblewhite

Employment History

2012 - present	Department of the Prime Minister and Cabinet Chief Executive
2010 - 2012	The Treasury Deputy Chief Executive
2004 - 2010	Department of the Prime Minister and Cabinet Director, Policy Advisory Group
2004 (July to Nov)	Industrial Research Ltd General Manager R&D Operations, (secondment from Ministry of Research, Science and Technology)
2002 - 2004	Ministry of Research, Science and Technology General Manager, Strategic Development
2001 - 2002	The Treasury Principal Advisor, Public Sector Policy Coordinator
2001 (July to Dec)	Ministerial Advisory Committee Leader of the Secretariat supporting the Review of the Centre
1988-2001	The Treasury Policy and management roles

Academic Qualifications

1998	Master of Business Administration, Stanford University Arjay Millar Scholar
1996	Study undertaken as a Harkness Fellow
1993	Bachelor of Commerce and Administration in Economics, Victoria University of Wellington
1987	Bachelor of Science (Hons)

CURRICULUM VITAE

Helene Quilter

Employment History

2012 - present **Ministry of Defence**
Secretary of Defence and Chief Executive

2011 - 2012 **State Services Commission**
Deputy Commissioner, Sector and Agency Performance Group

2009 - 2011 **State Services Commission**
Deputy Commissioner, Chief Executive and Agency Performance Group

2007 - 2009 **State Services Commission**
Deputy Commissioner, System Improvement

2006 - 2007 **Ministry of Social Development**
Deputy Chief Executive, Corporate and Governance Group

2005 - 2006 **New Zealand Police**
Reviewer (secondment from Ministry of Social Development)

2005 **State Services Commission**
Project Manager (secondment from Ministry of Social Development)

2004 - 2005 *Study leave*

2001 - 2004 **Ministry of Social Development**
Deputy Chief Executive, Corporate and Governance Group,

Academic Qualifications and Leadership Training

2011 Advanced Leadership Programme, Leadership Development Centre

2010 Transformational Leadership, Darden University, USA

2004 – 2005 Masters in Strategic Studies (Distinction), Victoria University of Wellington

1985 Senior Executive Programme, London Business School

Professional Memberships

Diversity Works Trust Board (member)

New Zealand Institute of Management (member)

CURRICULUM VITAE

Julie Read

Employment History

2013 - present **Serious Fraud Office of New Zealand**
Director and Chief Executive

Australian Securities and Investments Commission (ASIC)

2010 - 2013 Special Counsel, Litigation, Chief Legal Office

2008 - 2010 Senior Executive Leader, Major Fraud and International

2002 - 2008 Director of Enforcement, Acting General Counsel, Enforcement National
Advisor

1997 - 2002 **Australian Govt.**
Assistant Director of Public Prosecutions, Commonwealth Director of Public
Prosecutions/Australian Government Solicitor

Academic Qualifications

1991 Entered on Register of Practitioners, High Court of Australia

1986 Graduate Diploma of Librarianship, University of Tasmania

1983 Admitted as Barrister and Solicitor, Supreme Court of Tasmania

1981 Bachelor of Laws, (LLB) University of Tasmania

1981 Diploma of Legal Studies, University of Tasmania

Management and Leadership Training

 Member, Winston Churchill Fellowship Selection Committee,
Tasmania

 Board member, TasDeaf

2016 - present Board Member, Strategic Advisory Board, Centre for Defence and
Security Studies, Massey University, commences February 2016

2015 - present Member, Australian Institute of Company Directors
Chair, Government Legal Network Board

2014 Delegate, ANZSOG China Reciprocal Program

CURRICULUM VITAE

Brook Barrington

Employment History

2015 - present	Ministry of Foreign Affairs and Trade Chief Executive and Secretary of Foreign Affairs and Trade
2012 - 2015	Ministry of Justice Deputy Chief Executive
2009 - 2012	Ministry of Defence Deputy Secretary, Policy and Planning
2006 - 2009	Ministry of Foreign Affairs and Trade Ambassador to Thailand, Cambodia, Laos and Myanmar
2003 - 2005	Department of Prime Minister and Cabinet Foreign Policy, Trade Policy and Defence Advisor
1999 - 2002	Deputy Head of New Zealand Mission to the European Union
1997 - 1999	Ministry of Foreign Affairs and Trade Chief of Staff to the Secretary of Foreign Affairs and Trade

Qualifications and Professional Development

2011	Australia - New Zealand School of Government, Executive Fellows Programme
2006	Mt Eliza Executive Leadership Programme
1994	PhD (<i>New Zealand Foreign Policy 1944-1954</i>), Auckland University

CURRICULUM VITAE

Matthew Andrew Bridgman

Employment History

Ministry of Justice

2011 - present Secretary for Justice and Chief Executive
2011 Acting Secretary for Justice and Chief Executive
2011 Deputy Secretary, Legal Services Commissioner (*Substantive Position*)

Ministry of Health

2010 - 2011 Acting Director-General of Health and Chief Executive
2007 - 2010 Deputy Chief Executive (*including responsibility for Corporate Services*)

Ministry of Justice

2004 - 2007 Deputy Secretary, Policy and Legal Group

Ministry of Economic Development

1997 - 2004 Group Manager, Insolvency and Corporate Compliance

Academic Qualifications

1988 Bachelor of Laws Degree, Victoria University of Wellington

Admitted to the Roll of Barristers and Solicitors of the High Court of New Zealand

Member of the New Zealand Law Society

Management and Leadership Training

Strategic Leadership Executive Programme, Oxford University, UK
Change Management Executive Programme, Massachusetts Institute of Technology, USA
Chair, Justice Sector Leadership Board
Co-Chair, Chief Executives' Forum on Crown Māori Relationships

CURRICULUM VITAE

Raymond (Ray) Smith

Employment History

2010 - present	Department of Corrections Chief Executive Government Health and Safety Lead
2006 - 2010	Ministry of Social Development Deputy Chief Executive, Child Youth and Family
2001 - 2006	Ministry of Social Development Deputy Chief Executive, Work and Income
1998 - 2001	Department of Work and Income National Commissioner
1996 - 1998	New Zealand Income Support Service National Service Delivery Manager
1995 - 1996	New Zealand Income Support Service Business Development Manager

Academic Qualifications

2008	Alumni Executive Leadership Programme
1988 - 1991	BBS Accountancy (<i>partially completed</i>), Massey University

Professional Memberships

- Member of Justice Sector Leadership Board
- Member of Vulnerable Childrens Board
- Member of Business Leaders Health and Safety Forum Executive Committee
- Member of Corrections Services Administrative Council (Trans Tasman)
- Member of Corrections International Round Table

CURRICULUM VITAE

Paul James

Employment History

2015 - present	Ministry for Culture and Heritage Chief Executive
2011 - 2015	Department of Internal Affairs Deputy Chief Executive, Policy Regulatory and Ethnic Affairs
2006 - 2011	Ministry of Justice Director/General Manager, Office of Treaty Settlements
2004 - 2006	Ministry of Justice General Manager, Public Law
2002 - 2004	Ministry of Justice Policy Manager, Family Law
1999 - 2002	The Treasury Senior Analyst, Education Section
1998 - 1999	Accident Compensation Corporation Senior Policy Analyst
1996 - 1998	Office of Treaty Settlements Senior Policy Analyst
1994 - 1996	Te Puni Kokiri Policy Analyst

Academic Qualifications

1992	Masters in Science (awarded with Distinction), in the Geography Department, Canterbury University
1991	Bachelor of Science (Hons 1 st class), majoring in Geography, Canterbury University

Management and Leadership Training

2014	ANZSOG China Reciprocal Programme
2012	Leading Organisational Change and Renewal (Harvard Business School)
2009	ANZSOG Executive Fellows Programme
2003	NZIM Residential Management Programme