

Te Kawa Mataaho Report



Te Kawa Mataaho
Public Service Commission

Comptroller of Customs and Chief Executive, New Zealand Customs Service: Position Description for Reappointment

Date: 22 November 2022

Security Level: SENSITIVE

Report No: 2022/283

Contact: Thor Gudjonsson, Deputy Commissioner, System and Agency Performance

Telephone: 9(2)(a) privacy

	Actions Sought	Due Date
Hon Chris Hipkins, Minister for the Public Service	Forward a copy of this paper to the Minister of Customs.	As soon as possible
	Provide feedback on matters to be taken into account for reappointment to the role of Comptroller of Customs and Chief Executive, New Zealand Customs Service	25 November 2022
Hon Meka Whaitiri, Minister of Customs	Provide feedback on matters to be taken into account for reappointment to the role of Comptroller of Customs and Chief Executive, New Zealand Customs service	25 November 2022

Enclosure: Position Description, Comptroller of Customs and Chief Executive, New Zealand Customs Service

Minister's Office Comments

Comments:	
Date returned to Te Kawa Mataaho:	

Recommended Action

We recommend that you:

- a. **Forward** the report and the draft Position Description to the Minister of Customs; and

Forwarded / not forwarded

- b. **Provide** feedback on matters to be taken into account (through the draft Position Description) for the reappointment of the Comptroller of Customs and Chief Executive, New Zealand Customs Service.

Feedback provided / No feedback necessary

Hon Chris Hipkins
Minister for the Public Service

We recommend that the Minister of Customs:

- c. **Provide** feedback on matters to be taken into account (through the draft Position Description) for the reappointment of the Comptroller of Customs and Chief Executive, New Zealand Customs Service.

Feedback provided / No feedback necessary



Hon Meka Whaitiri
Minister of Customs

Executive Summary

1. Ms Christine Stevenson's term as Comptroller of Customs and Chief Executive New Zealand Customs Service ends on 31 December 2023.
2. The Deputy Public Service Commissioner has met with the Minister for the Public Service and the Minister of Customs to discuss the Comptroller of Customs' term end and options available under the Public Service Act 2020.
3. The Deputy Public Service Commissioner intends to proceed with her proposal to reappoint Ms Stevenson for a further term.
4. As part of your involvement in the reappointment process, we are seeking your views on priorities for the role during the next term for the Comptroller of Customs and Chief Executive New Zealand Customs Service, through the draft Position Description (attached).

Position Description

5. The Position Description is the formal document against which an appointment or reappointment is made.
6. The Position Description has been updated by the Commission.
7. Ms Stevenson has been consulted on the updated Position Description.
8. The Minister for the Public Service and the Minister for Customs are being invited to review the Position Description in order to identify any matters to be taken into account in reappointing the Comptroller of Customs and Chief Executive, New Zealand Customs Service.
9. In particular, feedback is sought on the critical success priorities for the position, and the context into which a reappointment would be made.

Next Steps

10. Once Ministers' feedback has been incorporated, Te Kawa Mataaho Public Service Commission will provide the Minister for the Public Service with a Cabinet paper, for consideration by APH and Cabinet, to reappoint Ms Stevenson to the role.
11. The indicative timeline for the reappointment sees this paper being lodged for APH in early December 2022.



Reappointments of chief executives: Ministry for Housing and Urban Development and New Zealand Customs Service

Date: 29 November 2022 **Security Level:** SENSITIVE

Report No: 2022/0298

Contact: Thor Gudjonsson, Deputy Commissioner, System and Agency Performance

Telephone: 9(2)(a) privacy

	Actions Sought	Due Date
Hon Chris Hipkins, Minister for the Public Service	Sign and lodge the attached Cabinet Appointments and Honours Committee (APH) papers	1 December 2022
	Forward a copy of the attached APH papers to the: <ul style="list-style-type: none">• Minister for Customs• Minister for Housing	As soon as possible

Enclosure: Yes

Executive Summary

- 1 In accordance with schedule 7 clause 4 of the Public Service Act 2020, Deputy Public Service Commissioner Helene Quilter intends to reappoint the following chief executives whose current terms end in late 2023:
 - Mr Andrew Nelson Crisp to the position of Secretary for Housing and Urban Development and Chief Executive Ministry of Housing and Urban Development
 - Ms Christine Alison Stevenson to the position of Comptroller of Customs and Chief Executive, New Zealand Customs Service
- 2 The appropriate Ministers have been briefed and are supportive of the proposals to reappoint these chief executives.
- 3 In accordance with schedule 7 clause 7 (1) of the Public Service Act 2020, the Public Service Commissioner is required to consult with you and the Prime Minister before finalising the terms and conditions of employment for chief executives. Your office will soon receive a letter that details the relevant terms and conditions.

Recommended Action

We recommend that you:

- a. **sign and lodge** the attached APH paper for consideration by APH on 7 December 2022, regarding the reappointment of the following chief executives:
 - Mr Andrew Nelson Crisp to the position of Secretary for Housing and Urban Development and Chief Executive Ministry of Housing and Urban Development
 - Ms Christine Alison Stevenson to the position of Comptroller of Customs and Chief Executive, New Zealand Customs Service



Appointment and Reappointment Papers at APH 7 December 2022

Date: 2 December 2022 **Security Level:** SENSITIVE

Minister **Hon Chris Hipkins, Minister for the Public Service**

Report No: 2022/0179

Purpose This aide-memoire provides you with information and talking points on the three appointment and reappointments papers you are taking to the Appointment and Honours Cabinet Committee (APH) on Wednesday 7 December.

Date of meeting 7 December 2022

Recommendation The recommendations in the three papers are as follow:

Appointment: Secretary for the Environment and Chief Executive

- Mr James Alexander Palmer to the position of Secretary for the Environment and Chief Executive, Ministry for the Environment.

Appointment: Secretary for Children and Chief Executive

- Mr Te Hapimana (Chappie) Te Kani to the position of Secretary for Children and Chief Executive, Oranga Tamariki Ministry for Children.

Reappointments of Secretaries and Chief Executives

- Mr Andrew Nelson Crisp to the position of Secretary for Housing and Urban Development and Chief Executive Ministry of Housing and Urban Development; and
- Ms Christine Alison Stevenson to the position of Comptroller of Customs and Chief Executive, New Zealand Customs Service.

Discussion ***Appointment: Secretary for the Environment and Chief Executive***

Background

- On 1 March 2023, a vacancy will be created in the role of the Secretary for the Environment when Ms Vicky Robertson finishes her term.
- Recruitment for the new Secretary for the Environment commenced in August 2022, and the position description was confirmed by APH as the basis for appointment on 1 August 2022.
- The role was advertised from 17 August 2022 to 11 September 2022. Following shortlisting, five candidates were interviewed on 19 October 2022.

Key points

- The Deputy Public Service Commissioner intends to appoint Mr James Palmer to the role of Secretary for the Environment and Chief Executive, Ministry for the Environment for a five-year term.
- Mr Palmer is currently the Chief Executive of Hawke's Bay Regional Council, a role he has held since June 2017.
- Mr Palmer has a rare mix of both central government experience in policy development and providing advice to Ministers, and the implementation of natural resource policy through local government and a period at the Environmental Protection Agency.
- A large period of Mr Palmer's career has been in central government agencies with an environmental or natural resource focus. These roles have included a brief period as Acting Chief Executive at the Environmental Protection Agency; Deputy Secretary Sector Strategy at Ministry for the Environment; Director Strategy Systems and Science Policy at the Ministry for Primary Industries; and Director Strategy / Strategy Development at the Ministry of Agriculture and Forestry.
- Mr Palmer has had roles in several different Ministers' offices early in his career.
- Mr Palmer holds a Bachelor of Arts in Political Science from the University of Otago.

Consultation

- Hon David Parker, Minister for the Environment, and I, as Minister for the Public Service, have been consulted on the proposed appointment.

Appointment: Secretary for Children and Chief Executive

Background

- The recruitment for the role of Secretary for Children commenced in August 2021, and the position description was confirmed by APH as the basis for appointment on 11 August 2021.
- The role was advertised from 27 August 2021 to 19 September 2021. Following shortlisting, four candidates were interviewed on 9 November 2021.
- The Public Service Commissioner paused the recruitment process, which included Mr Te Kani, choosing not to make an appointment at that time.
- Mr Te Kani was appointed Acting Chief Executive of Oranga Tamariki in October 2021 following Sir Wira Gardner's illness.

Key points

- The Public Service Commissioner intends to appoint Mr Te Hapimana (Chappie) Te Kani to the position of Secretary for the Environment and Chief Executive, Oranga Tamariki Ministry for Children for a term of two years nine months, until 30 September 2025.
 - This appointment would take Mr Te Kani's total time in role, including the acting period, to four years.
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- Mr Te Kani is closely connected to the purpose of the agency, committed to its transformation and over the acting period has gained useful operational experience.
 - He is also fully committed to leading the implementation of the recommendations arising from the recent reviews of family harm incidents.
 - As part of this appointment process, the Commissioner took soundings from a number of stakeholders on Mr Te Kani's suitability for appointment. They were supportive of his appointment.
 - In summary the Public Service Commissioner is of the view that Mr Chappie Te Kani meets the requirements outlined in the position description. He is equipped to continue to lead Oranga Tamariki Ministry for Children for the near future in this new direction that rebuilds trust and confidence of the public in Oranga Tamariki and in New Zealand's prevention, care and protection and youth justice system.

Consultation

- Hon Kelvin Davis, Minister for Children, and I, as Minister for the Public Service, have been consulted on the proposed appointment.

Reappointments of Secretaries and Chief Executives

- There are two Public Service chief executives whose terms end towards the end of 2023.
 - Mr Andrew Crisp, Secretary for Housing and Urban Development and Chief Executive Ministry of Housing and Urban Development; and
 - Ms Christine Stevenson, Comptroller of Customs and Chief Executive, New Zealand Customs Service.
 - The Deputy Public Service Commissioner (the Deputy Commissioner) has a contractual obligation to give a chief executive written notice of a decision not to re-appoint at least six months before the expiry of their IEA (term end date).
 - The expectation is that reappointment recommendations will be made to Cabinet well in advance of the six-month date.
 - The Deputy Commissioner is now progressing reappointments of the incumbent chief executives to these positions following usual practice.
 - Given that 2023 is election year, making these decisions now in a timely way well before the election provides certainty and stability of leadership, meeting the Commissioner's obligations to the chief executives and maintaining the political neutrality of the appointments.
 - The Deputy Commissioner has determined that these chief executives are both continuing to meet the requirements of the positions they are in.
 - They will continue to exercise their stewardship responsibilities, deliver government priorities, and respond to any changes in these that may arise from the election. These chief executives are longstanding public servants who have served different governments as senior leaders.
 - Appropriate ministers have been consulted on the recommendations and the position descriptions.
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Length of terms

- Terms have been determined on a case- by-case basis.
- For practical reasons, they have been set to avoid the probable next election period.

Appointments

- The Deputy Commissioner would likely have taken a different approach if these were to have been new appointments. New appointees are untested in their positions and are less familiar with the responsibilities and requirements of the roles. More consultation with the appropriate Ministers would be required with more specific attention being paid to matters raised by Ministers that the Deputy Commissioner must take into account in making an appointment.
- This is a factor in the decision to adjust the term lengths so that future Public Service Commissioners do not need to manage appointments that fall in an election period.

Terms and Conditions

- As required under the Public Service Act 2020, the Deputy Commissioner is consulting the Prime Minister and the Minister for the Public Service regarding the terms and conditions of employment for all secretaries and chief executives being appointed or reappointed.

Communications

- Subject to the Governor-General's acceptance of the recommendations, the Deputy Commissioner intends to publicly announce the appointments and reappointments via a Gazette notice before Christmas.
- Public announcements will be made of the appointment of Mr Palmer as Secretary for the Environment, and Mr Te Kani as Secretary for Children subject to the Governor-General's acceptance of the recommendations.
- Around the same time, the Deputy Commissioner intends to publicly release associated documents on Te Kawa Mataaho Public Service Commission's website, which is standard practice. The documents will have any necessary redactions in accordance with the Official Information Act 1982.

Authors

Dallas Welch, Assistant Commissioner, System and Agency Performance

Ian Lineham, Principal Advisor, System and Agency Performance

Manager

Emma Shaw, Director, System and Agency Performance

Chair
Cabinet Appointments and Honours Committee

Reappointments of Chief Executives

- 1 In accordance with schedule 7 clause 4 of the Public Service Act 2020, Deputy Public Service Commissioner Helene Quilter QSO has forwarded to me, as the Minister for the Public Service, recommendations for the reappointment of:
 - Mr Andrew Nelson Crisp to the position of Secretary for Housing and Urban Development and Chief Executive Ministry of Housing and Urban Development
 - Ms Christine Alison Stevenson to the position of Comptroller of Customs and Chief Executive, New Zealand Customs Service.
- 2 I now submit the Deputy Public Service Commissioner's recommendations, attached under this coversheet, to the Cabinet Appointments and Honours Committee for consideration and referral to the Governor-General in Council, via Cabinet.
- 3 The appropriate Ministers and I have been consulted by the Deputy Public Service Commissioner about these appointments.
- 4 The Deputy Public Service Commissioner will consult the Prime Minister and I before finalising conditions of employment for these chief executives, including their term of appointment, as required under schedule 7 clause 7(1) of the Act.

Recommendations

- 5 I recommend that Cabinet:
 - 1 **accept** the recommendations of the Deputy Public Service Commissioner to reappoint
 - Mr Andrew Nelson Crisp to the position of Secretary for Housing and Urban Development and Chief Executive Ministry of Housing and Urban Development
 - Ms Christine Alison Stevenson to the position of Comptroller of Customs and Chief Executive, New Zealand Customs Service;
 - 2 **refer** the recommendations and the attached curriculum vitae to the Governor-General in Council;
 - 3 **note** that the Deputy Public Service Commissioner is consulting with the Prime Minister and the Minister for the Public Service before finalising terms and conditions of employment for these chief executives;
 - 4 **note** that under the Act, the Deputy Public Service Commissioner is required to publicly announce appointments; and
 - 5 **note** that, subject to the Governor-General's acceptance of the Deputy Public Service Commissioner's recommendations, the Deputy Public Service Commissioner intends to:
 - 5.1 publicly announce the reappointments in the New Zealand Gazette; and
 - 5.2 proactively release associated documents on Te Kawa Mataaho Public Service Commission's website.

Authorised for lodgement



Hon Chris Hipkins

Minister for the Public Service

29 / 11 / 2022

29 November 2022

Hon Chris Hipkins

Minister for the Public Service

Reappointments of Secretaries and Chief Executives

Proposal

- 1 There are two Public Service chief executives completing their first terms in their current roles towards the end of 2023:
 - 1.1 Mr Andrew Nelson Crisp, Secretary for Housing and Urban Development and Chief Executive Ministry of Housing and Urban Development
 - 1.2 Ms Christine Alison Stevenson, Comptroller of Customs and Chief Executive, New Zealand Customs Service
- 2 Under schedule 7 clause 4 of the Public Service Act 2020 (the Act), the Deputy Public Service Commissioner may recommend to the Minister for the Public Service that an existing Public Service chief executive be reappointed for a further term. The Minister for the Public Service refers the Deputy Public Service Commissioner's recommendation to the Governor-General in Council, via Cabinet.
- 3 I have determined that these chief executives are continuing to meet the requirements of the positions they are in. Hence, I am recommending that they be reappointed for second terms. The recommended length of term has been assessed on a case-by-case basis considering factors relevant to the position and the chief executive.
- 4 Usual practice has been followed to make these decisions, including consultation with appropriate Ministers on the recommendations and the position descriptions for the roles.
- 5 Summarised curriculum vitae and recommendations for the chief executives to be reappointed, for execution by the Governor-General in Council in due course, are also attached. I propose that you forward these recommendations to Cabinet for consideration and referral to the Governor-General in Council.

Reappointment of the Secretaries

- 6 I have a contractual obligation to "endeavour" to give a chief executive written notice of a decision not to re-appoint at least six months before the expiry of their IEA (term end date). The chief executives have a good faith expectation that this "notice period" will be met and that recommendations will be taken to Cabinet well in advance of the six-month date.

SENSITIVE: STAFF

7 The notice period for these two positions falls in mid-2023.

Person	Term end	6 months out
Mr Andrew Crisp , Secretary for Housing and Urban Development and Chief Executive Ministry of Housing and Urban Development	16/12/2023	16/06/2023
Ms Christine Stevenson , Comptroller of Customs and Chief Executive, New Zealand Customs Service	31/12/2023	30/06/2023

- 8 Given that 2023 is election year, taking timely decisions provides certainty for the Government, the public and the agency around continuity and stability of leadership. I am now progressing these reappointments in the usual way.
- 9 In accordance with established practice, I have consulted with appropriate Ministers on these recommendations and the position descriptions for the roles.
- 10 My reappointment recommendations, summarised in the table below, are specific to each role and its context and take into account the ongoing leadership challenges for the chief executive. They are completing their first terms in the roles and my assessment is that they are meeting the requirements of the roles and are effective leaders of their agencies and the broader sectors and systems they are part of.

Recommendations

	Agency	Reappointment term	End date	Total time in role
Mr Andrew Crisp	Ministry of Housing and Urban Development	3 years 4 months	2/05/27	8 years 4 months
Ms Christine Stevenson	New Zealand Customs Service	3 years 6 months	30/06/27	8 years 6 months

Secretary for Housing and Urban Development

- 11 Mr Crisp was appointed Secretary for Housing and Urban Development in 2018. Prior to this he was the Chief Executive, Land Information New Zealand from 2016-2018 and has held senior leadership roles at the Ministry for Business Innovation and Employment Ministry for the Environment and at The Treasury.
- 12 Since being appointed as Secretary for Housing and Urban Development and Chief Executive some of Mr Crisp's achievements include:
- 12.1 Inaugural chief executive, leading the establishment of the new agency.
 - 12.2 Supporting the enactment of the Kāinga Ora Homes and Communities Act 2019 and overseeing the setting up of Kāinga Ora and monitoring its ongoing performance.
 - 12.3 The release of the Healthy Homes Standard, which has improved conditions for tenants and supporting the reform of the Residential Tenancies Act.
 - 12.4 The development of the cross-agency Homelessness Action Plan and marking all 18 actions as in place or delivered and work is underway on the long-term goals.

SENSITIVE: STAFF

- 12.5 Continuing to deliver programmes at pace to meet Government housing targets including the delivery of public housing, transitional and emergency housing. In this later case leading with the Chief executive, Ministry of Social Development, the Rotorua emergency housing response.
- 12.6 Developing the Government Policy Statement on Housing and Urban Development (GPS-HUD) and implementation plan, which set out the direction for housing and urban development in Aotearoa New Zealand.
- 12.7 Alongside the GPS-HUD, delivering, with iwi and Māori partners from the housing sector, MAIHI Ka Ora (the National Māori Housing Strategy) and its implementation plan which built on the Māori and Iwi Housing Innovation Framework for Action, setting out a 30-year vision for Māori housing.
- 12.8 Updating the Public Housing Plan 2021-2024 and the blueprint for directing supply to where it is most needed, ensuring that a place-based and kaupapa Māori approach is taken to building new homes.
- 12.9 Progressing the urban growth agenda including putting in place Urban Growth Partnerships with local government and iwi.
- 12.10 Establishing the Progressive Home ownership scheme which has helped over 120 families into home ownership between December 2020 and June 2022 and the Land for Housing programme which has been fundamental to the supply of new homes.
- 12.11 Supporting new legislation and administering funding opportunities to speed up the delivery of housing, including infrastructure funding and financing legislation, the Housing Acceleration Fund, Whai Kāinga Whai Oranga and the Māori Infrastructure fund and the Medium Density Residential Standards (MDRS).
- 12.12 With the Ministry for the Environment, leading various aspects of the reform of the Resource Management Act. This has included supporting the enactment of the Urban Development Act 2020, the release of the National Policy statement on Urban Development to allow housing growth “up and out” in well-serviced locations, and the completion of the exposure draft of the Natural and Built Environments Act (NBA) for consultation.
- 12.13 Contributing to the National Adaptation Plan to increase the resilience of our homes, buildings and places to climate change and the parts of the Emissions Reduction Plan related to planning and the National Adaptation Plan.
- 12.14 Coordinating a sector-wide housing response to COVID-19, in particular to find accommodation and provide wrap-around support for homeless and vulnerable people, providing operational guidance for housing providers that supported them to operate safely, supporting temporary rule changes and policy amendments which granted rent freezes and protected against tenancy terminations, and enabling the construction sector to get back to work during the alert levels through work with the Construction Sector Accord and other initiatives.

Comptroller of Customs

- 13 Ms Stevenson was appointed Comptroller of Customs in late 2018, following an acting period that commenced in mid-2017. During 2019 she acted as the Chief Executive, Department of Corrections. From 2004-2017, Ms Stevenson held Deputy Chief Executive roles at the Ministries for Social Development and Justice and the Department of Corrections.

SENSITIVE: STAFF

- 14 Since being appointed as Comptroller of Customs and Chief Executive some of Ms Stevenson's achievements include:
 - 14.1 Supporting the passage of Customs and Excise Act 2018, the first comprehensive overhaul of the Act in more than 20 years.
 - 14.2 Strengthening New Zealand's trading links by supporting New Zealand's exporters and contributing to new international agreements, as trade volumes increase.
 - 14.2.1 Completing New Zealand's Customs Cooperation Agreement with the European Union.
 - 14.2.2 Extending coverage and modernising of the Customs Secure Exports Scheme (SES).
 - 14.2.3 Signing Mutual Recognition Arrangements between New Zealand and Hong Kong, and New Zealand and the United Kingdom.
 - 14.2.4 Contributing to securing a Free Trade Agreements with the European Union (EU) and the United Kingdom, as well as gaining a Memorandum of Arrangement and a Mutual Administrative Assistance in Customs Matters Agreement with the Netherlands, and in the last stages of delivering a new Mutual Recognition Arrangements with Malaysia and Thailand.
 - 14.3 Representing New Zealand internationally at the World Customs Organisation, the Oceania Customs Organisation, as Chair of the Border Five Countries Heads group and in Customs involvement in the Asia-Pacific Economic Cooperation.
 - 14.4 Continuing to work with other law enforcement agencies and overseas partners to put in place more effective measures to prevent the illicit supply of tobacco and drugs to New Zealand including making several notable seizures of significant quantities of cocaine and methamphetamine.
 - 14.5 Contributing to the identification and prosecution of those involved in the importation of Child Exploitative material.
 - 14.6 Leading the response to managing the border risks arising from the COVID pandemic, by strengthening operations at the border. This included implementing the Border Orders, enhancing international security, processing passengers and goods in an uncertain environment, supporting the Ministry of Health with contact tracing, the national contact centre and managed isolation and quarantine facilities, assuming additional accountabilities for the safety and security of the maritime border under the Maritime Border Orders and in 2022 reopening New Zealand's air and maritime borders.
 - 14.7 Progressing the development of the New Zealand Traveller Declaration System, and recently overseeing the temporary pausing of this system to realign it to the changing needs and restrictions at the border.
 - 14.8 Hosting virtually the APEC Sub-Committee on Customs Procedures (SCCP) and leading the development and publication of the Best Practice Guidelines for APEC Customs Administrations, (for roll-out of vaccines and related goods) which were very well received.
 - 14.9 Establishing and leading the Border Interdepartmental Executive Board to drive necessary changes to the operations and organisation of agencies at the border both during the pandemic and with a view to the future.

SENSITIVE: STAFF

14.10 Early in her term, Ms Stevenson undertook the role of EQC Independent Ministerial Advisor to assist in speeding up historical claims from the Canterbury Earthquake sequence. She also spent a year as the Acting Chief Executive of the Department of Corrections, during which time she led the development of Hōkai Rangī, the Māori strategy for the Department.

14.11 In October 2022 she was appointed as a member of the Ministerial Advisory Panel for the Defence Policy Review.

15 The reappointed chief executives will continue to exercise their stewardship responsibilities, deliver government priorities, and like their mid-term colleagues will respond to any changes in these that may arise from the election. These chief executives are longstanding public servants who have served different governments as senior leaders.

New appointments

16 A different approach would likely have been necessary if these were to have been new appointments occurring around the time of an election. New appointees are untested in their positions and are less familiar with the responsibilities and requirements of the roles. These appointments could be considered to require more consultation with the appropriate Ministers, and as specified in the Public Service Act 2020 more specific attention paid to matters raised by Ministers that the Commissioner must take into account in making an appointment.

17 I have concluded that it is important that future Commissioners, Ministers and chief executives not be in the position of having to manage appointments that fall in election period. The recommendations in this paper move term end dates away from the 2026 election.

Terms and Conditions

18 The reappointment of the chief executives will be subject to 9(2)(a) privacy the appropriate security clearances.

19 As is required, I will consult with the Minister for the Public Service and the Prime Minister on the reappointment terms and conditions.

Publicity

20 Under the Act, I am required to publicly announce appointments and reappointments. As is the standard practice with Public Service Chief Executive reappointments, I intend to announce the reappointments in the New Zealand Gazette.

21 It is also my intention to publicly release associated documents, including this paper, on the Public Service Commission's website, as is the standard practice for Chief Executive reappointment recommendations. The documents will have any necessary redactions in accordance with the Official Information Act 1982.

Recommendations

22 I recommend that you:

22.1 **Forward** my recommendation to **reappoint for** referral to the Governor-General in Council;

22.1.1 Mr Andrew Nelson Crisp to the position of Secretary for Housing and Urban Development and Chief Executive Ministry of Housing and Urban Development, for a further term of three years four months, from 17 December 2023 to 2 May 2027.

22.1.2 Ms Christine Alison Stevenson to the position of Comptroller of Customs and Chief Executive, New Zealand Customs Service for a further term of three years six months, from 1 January 2024 to 30 June 2027.

22.2 **Note** that curricula-vitae and warrants for reappointment are attached for referral to the Governor-General in Council;

22.3 **Note** that I will consult the Prime Minister and the Minister for the Public Service before finalising conditions of employment, including the term of reappointment; and

22.4 **Note** that subject to the Governor-General in Council's acceptance of my recommendation, I intend to:

- (1) Publicly announce the reappointments in the New Zealand Gazette; and
- (2) Proactively release associated documents on the Public Service Commission's website.



Helene Quilter
Te Pou Turuki mō Te Kawa Mataaho
Deputy Public Service Commissioner

He Whakamārama mō te Tūranga Position Description



Te Kawa Mataaho
Public Service Commission



Te Tūranga | Position **Te Tumu Whakarae mō Te Mana Ārai o Aotearoa | Comptroller and Chief Executive**

Te pokapū | Agency **Te Mana Ārai o Aotearoa | New Zealand Customs Service**

This position is a member of the Public Service Leadership Team

Te whāinga o te tūranga | Position purpose

The purpose of Te Mana Ārai o Aotearoa, the New Zealand Customs Service (Customs) is to protect and promote New Zealand across borders. This includes working to protect New Zealand's borders, promote and facilitate secure trade and travel to and from New Zealand and collect around 18 percent of the Crown's core tax revenue each year from duties, excise taxes, levies and goods and services tax (GST) on imports. Customs' other core functions include targeting, disrupting or stopping drug and tobacco smuggling, transnational crime activity, the importation of child exploitative material, fraud, and money laundering.

Customs has approximately 1,600 staff spread around the country, located at all of New Zealand's international airports and maritime ports, as well as offices in Bangkok, Beijing, Brussels, Canberra, , Kuala Lumpur, London, Los Angeles, Tokyo and Washington DC.

Customs operates within a rapidly changing context and has a wide reach, interacting with a broad range of New Zealanders and internationals. Participating in the global customs community, including the World Customs Organization (WCO), the Oceania Customs Organisation (OCO) and the Asia-Pacific Economic Cooperation (APEC), Customs has a significant role in supporting the development of international policy and engages operationally with overseas customs and law enforcement bodies on shared goals.

Customs also supports Ministers with high quality analysis and advice, strategy development and leadership for the border sector. The Comptroller of Customs and Chief Executive, Customs (the Comptroller) has an important role in leading the sector, including:

- leading the co-ordination and alignment of border related policies, strategies, and operations of border sector agencies, through sector-wide and international collaborations, including as Chair of the Border Executive Board.
- leading and managing the department, in support of the Government's priorities, and is responsible for ensuring that staff have the ability to perform duties and progress key work programmes in a safe and efficient manner.

Ngā haepapa | Accountabilities

Te pūnaha | System

As a Public Service chief executive, the Comptroller of Customs has the responsibilities, functions and duties as set out in the Public Service Act 2020, the Public Finance Act 1989 and other relevant statutes and legislation.

As a member of the Public Service Leadership Team, the Comptroller is responsible for providing strategic leadership that contributes to an effective and cohesive public service; working together to model leadership behaviours; and assisting the other members to fulfil their responsibilities.

As a Public Service leader, the Comptroller and Chief Executive of Customs, will:

- support the Crown in its relationships with Māori under te Tiriti o Waitangi and the Treaty of Waitangi by developing and maintaining the capability of the agency and the wider public service to engage with Māori and to understand Māori perspectives
- promote diversity and inclusiveness and have regard to the principle that, in order to achieve fairness in employment and a more flexible effective public service, it is desirable for the group comprising all public service employees to, as far as practicable, reflect the makeup of society
- preserve, protect and nurture the spirit of service to the community that public service employees bring to their work
- uphold the public service principles of political neutrality, free and frank advice, merit-based appointments, open government, and stewardship, and ensure that the agency you lead also does so
- demonstrate and uphold the values of the Public Service as set out in the Public Service Act
- uphold the general responsibilities to the appropriate Minister, as set out in the Public Service Act 2020, including ensuring the integrity and conduct of the agency's employees.

Te pokapū | Agency

The Comptroller is accountable to the Minister of Customs for performing the duties set out in the Customs and Excise Act 2018. Customs also enforces more than 60 other enactments at the border on behalf of other agencies. The Comptroller is responsible for leading and co-ordinating the effective delivery of border sector priorities and work programmes, including but not limited to:

- monitoring compliance with border requirements, and providing assurance over trade security and the collection of revenue at the border and enforcing relevant law where necessary, including identifying and seizing prohibited imports and exports
- providing intelligence and risk assessment information to our frontline officers and partner agencies
- leading the disestablishment, re-development, and re-introduction of the New Zealand Traveller Declaration system
- working with international organisations and other jurisdictions to develop secure trade flows of people and goods globally and assisting the Ministry of Foreign Affairs and Trade in the negotiation of Free Trade Agreements (FTAs) in relation to the Customs Chapters

Additionally, the Comptroller is accountable to the Public Service Commissioner for meeting annual performance expectations.

Ngā hononga matua | Key relationships

Te Kāwanatanga Government	<ul style="list-style-type: none">• Minister of Customs• Other Ministers, including: Ministers of Police, Foreign Affairs and Trade, Immigration and Primary Industries
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Te ratonga tūmatanui Public Service	<ul style="list-style-type: none">• Members of the Public Service Leadership Team• Members of the Border Executive Board• Public Service agencies, in particular:<ul style="list-style-type: none">• Ministry for Primary Industries• Ministry of Business, Innovation and Employment• Ministry of Transport• Ministry of Health• Ministry of Foreign Affairs and Trade• Ministry of Defence• New Zealand Defence Force• Department of Internal Affairs
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Ngā iwi me ngā hapori whānui Iwi and wider communities	<ul style="list-style-type: none">• New Zealand and international travellers crossing New Zealand's borders• Business organisations involved in importing and exporting goods• Private sector
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Te ao whānui International	<ul style="list-style-type: none">• WCO, OCO and APEC• Border Five Countries grouping and other equivalent foreign border agencies
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Te momo kaiarataki e whāia ana | Leader profile

Te kaiaratakinga Leadership	<p>Excellent leadership by Public Service Chief Executives is essential for a high performing, professional and world class Public Service. Underpinning chief executive leadership is the requirement to adhere to the standards of integrity and conduct and the higher bar expected of chief executive behaviour.</p>
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As set out in the Public Service Act 2020, chief executives are required to proactively promote stewardship of the public service, including of its long-term capability and people, institutional knowledge and information, system and processes, assets and the legislation they administer.

As stewards of the system, chief executives are responsible for achieving cross-agency, sector and system results by leading, collaborating and exerting their influence in a cohesive way across boundaries and ensuring their staff have both the authority and motivation to do likewise.

Ngā take mātāmua me mātua whai e angitu ai Critical success priorities	<p>The Comptroller's priorities are to provide leadership to the Department, with particular focus on eliminating border and revenue risk through a changing operating context. Along with the accountabilities of the Comptroller, priority work areas include:</p> <ul style="list-style-type: none">• facilitating trade and travel while protecting New Zealand's borders from the risks to New Zealand posed by the international movement of people, craft and goods
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- assisting the Ministry of Foreign Affairs and Trade (MFAT) in the negotiation of Free Trade Agreements (FTAs) in relation to the Customs Chapters, working to strengthen New Zealand's trading links through FTA negotiations, Customs Co-operation Agreements, Mutual Recognition Arrangements and Economic Market Initiatives
 - working with others to co-design and implement an effective border system for the future, investing in modern, easy-to-use systems and processes
 - working across agency boundaries to deliver better outcomes for New Zealanders and maintaining public trust and confidence
 - gathering and using information and intelligence from both traditional and non-traditional partners to target illicit activity at its source to protect New Zealand from external risks and threats
 - increasing diversity in the workforce and building awareness and understanding of tikanga Māori and te reo Māori capability amongst all Customs' staff
 - ensuring the wellbeing and safety of staff and identify and develop current and rising leadership talent within Customs, and across the border sector.

Te taumata o te
āheitanga | Security
Clearance

Appointment will be subject to a New Zealand Government **Top Secret Special** security clearance.

Up to date information on the New Zealand Customs Service outcomes, organisational structure, dimensions and appropriations can be found on the website <https://www.customs.govt.nz/about-us/>

Other useful information is also available at the following links:

- Annual Reports: [link here](#)
- Statement of Intent 2021 – 2025: [link here](#)

SUMMARISED CURRICULUM VITAE

Christine Stevenson



Te Kawa Mataaho
Public Service Commission

Employment History

July 2017 - present	New Zealand Customs Service Comptroller of Customs and Chief Executive
Feb/Mar 2022	Department of the Prime Minister and Cabinet COVID-19 response Lead
Jan 2019 – Jan 2020	Department of Corrections Acting Chief Executive
2018	Minister Responsible for the Earthquake Commission Independent Ministerial Adviser to the Minister
2011 - 2017	Department of Corrections Deputy Chief Executive
2009 - 2011	Ministry of Justice Deputy Chief Executive
2004 - 2009	Ministry of Social Development Deputy Chief Executive, People Capability and Resources
2002 - 2004	Ministry of Social Development Chief Information Officer
2001 - 2002	Ministry of Social Development Chief Financial Officer
1999 - 2001	Ministry of Social Policy General Manager Business Support
1998 - 1999	Department of Social Welfare Chief Finance Officer, Corporate Office

Academic Qualifications and Professional Memberships

1982	Bachelor of Arts (English Literature), Victoria University of Wellington
1984	Post Graduate Diploma (Accounting), Victoria University of Wellington
1986 - Present	Chartered Accountant, Chartered Accountants Australia and New Zealand

Management and Leadership Training

2012	ELLN – Leadership Development Centre
2011 – 2017	Learning Set – Jeff Whalan – Australia
2008	Leadership Across Borders – Commonwealth Public Service Programme
2006	Stanford Executive Programme – Strategy and Organisation
2004	Executive Leadership Programme, Leadership Development Centre
2003	ANZSOG Executive Fellows Programme



In Executive Council

Her Excellency the Governor-General is recommended to

Accept the recommendation of the Deputy Public Service Commissioner that

Christine Alison Stevenson

be appointed, pursuant to schedule 7 clause 4 of the Public Service Act 2020,
as the Comptroller of Customs and Chief Executive, New Zealand Customs Service

A blue ink signature of Hon Chris Hipkins.

Hon Chris Hipkins
Minister for the Public Service

Approved in Council

A black ink signature of Cindy Kiro, written over a horizontal line.

A blue ink signature of the Clerk of the Executive Council, written over a horizontal line.

Clerk of the Executive Council

Date: 12 December 2022

He Whakamārama mō te Tūranga Position Description



Te Kawa Mataaho
Public Service Commission



**MINISTRY OF HOUSING
AND URBAN DEVELOPMENT**

Te Tūranga | Position **Te Tumu Whakarae mō Te Tūāpapa Kura Kāinga | Secretary for Housing and Urban Development and Chief Executive**

Te pokapū | Agency **Te Tūāpapa Kura Kāinga | Ministry of Housing and Urban Development**

This position is a member of the Public Service Leadership Team

Te whāinga o te tūranga | Position purpose

Te Tūāpapa Kura Kāinga translates to ‘the foundation for a treasured home’. The name comes from the Māori proverb ‘he kura kāinga e hokia, he kura tangata e kore e hokia’, or ‘a treasured home will endure, not so a treasured person’. It carries a strong connection to the Ministry of Housing and Urban Development’s (the Ministry) purpose: he kāinga ora, he hapori ora – thriving communities where everyone has a place to call home.

The Ministry has over 330 employees across sites in Auckland and Wellington and is the monitoring agency for Kāinga Ora – Homes and Communities, the Crown agent responsible for providing public housing, providing home related financial assistance, urban development projects and elements of the Government Build programme, Tāmaki Redevelopment Company, and registered Community Housing Providers.

The Ministry is responsible for strategy, policy, funding, monitoring and regulation of New Zealand’s housing and urban development system. Working with partners across the housing system, in areas where housing needs are greatest, the Ministry supports people and communities with their immediate needs, while integrating sustainability within the system to ensure the system can continue to deliver for generations to come. The Ministry also holds a growing direct investment role in infrastructure, government-led development and partnerships to deliver more affordable homes.

The Ministry is committed to working with hapū, iwi and Māori groups to ensure that Māori have fair and equal access to safe, healthy and affordable housing and opportunities for home ownership and secure tenure. Through the national Māori housing strategy, MAIHI Ka Ora and Whai Kāinga Whai Ora, a four year commitment to speeding up the delivery of Māori-led housing, the Ministry is responsible for the single biggest investment by government to support Māori to lead and deliver housing to whānau, hapū and iwi in their own communities.

The Ministry supports Ministers with strategy development, high quality analysis and advice, and leadership for housing and urban-related policy work across the public sector. The Secretary for Housing and Urban Development and Chief Executive (the Secretary) has an important role in leading the sector. The Secretary’s responsibilities include:

- leading the co-ordination and alignment of housing and urban development related policies, strategies and operations, through sector-wide collaborations, including as Chair of the Chief Executives Housing Group and participating in the System Planning Reform Board, as well as through monitoring the performance and capabilities of crown entities
- leading and managing the department, in support of the Government’s housing and social sector objectives and is responsible for ensuring that staff have the ability to progress key work programmes

Ngā haepapa | Accountabilities

Te pūnaha | System

As a Public Service chief executive, the Secretary for Housing and Urban Development has the responsibilities, functions and duties set out in the Public Service Act 2020, the Public Finance Act 1989 and other relevant statutes and legislation.

As a member of the Public Service Leadership Team, the Secretary is responsible for providing strategic leadership that contributes to an effective and cohesive public service; working together to model leadership behaviours; and assisting the other members to fulfil their responsibilities.

As a Public Service leader, the Secretary will:

- support the Crown in its relationships with Māori under te Tiriti o Waitangi and the Treaty of Waitangi by developing and maintaining the capability of the agency and the wider public service to engage with Māori and to understand Māori perspectives
- promote diversity and inclusiveness and have regard to the principle that, in order to achieve fairness in employment and a more flexible effective public service, it is desirable for the group comprising all public service employees to, as far as practicable, reflect the makeup of society
- preserve, protect and nurture the spirit of service to the community that public service employees bring to their work
- uphold the public service principles of political neutrality, free and frank advice, merit-based appointments, open government, and stewardship, and ensure that the agency you lead also does so
- demonstrate and uphold the values of the public service as set out in the Public Service Act 2020
- uphold the general responsibilities to the appropriate Minister, as set out in the Public Service Act 2020, including ensuring the integrity and conduct of the agency's employees.

Te pokapū | Agency

The Secretary is employed by the Public Service Commissioner and is directly accountable to the Minister of Housing and Urban Development.

The Secretary is the government's lead advisor on Housing and Urban Development policy, and is responsible for integrating economic, environmental and social policy dimensions to provide comprehensive analysis and advice to Ministers.

The Secretary is also responsible for leading and co-ordinating the effective delivery of the Government's Policy Statement on Housing and Urban Development and MAIHI Ka Ora – the National Māori Housing Strategy. This involves co-ordinating the contributions of relevant agencies to develop and implement key programmes, including but not limited to the:

- government's response to homelessness
- modernisation and expansion of Public Housing
- appropriate regulatory settings for the private rental market
- government's response to Māori housing inequities
- facilitation of housing-related funds, including the Progressive Home Ownership Fund and the Affordable Housing Fund
- Urban Growth Agenda in partnership with the Ministry for the Environment.

The Secretary is also responsible for providing oversight of the long-term housing impacts and drivers across the system. This includes consideration of the:

- drivers of demand for housing including engaging with agencies on the impact of tax and immigration settings
- housing outcomes for different population groups including engaging with Te Puni Kōkiri on their role for Māori housing
- building and construction sector and its contribution to affordable housing supply, based on the work being led by the Ministry of Business, Innovation and Employment.

Ngā hononga matua | Key relationships

Te Kāwanatanga Government	<ul style="list-style-type: none"> • Minister of Housing and Urban Development • Minister of Transport • Other Ministers: Minister of Finance, Minister for Economic Development, Minister for the Environment, Minister for Infrastructure, Minister of Local Government, Minister of Building and Construction, Minister for Social Development
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Te ratonga tūmatanui Public Service	<ul style="list-style-type: none"> • Members of the Public Service Leadership Team • Chief Executives of departments: Ministry of Business, Innovation and Employment, Ministry for the Environment, Department of Internal Affairs, Ministry of Transport, Ministry of Social Development • Chief executives and boards of monitored Crown entities, in particular Kainga Ora • Housing Construction Accord • Infrastructure agencies and entities such as the Infrastructure Commission and Crown Infrastructure Partners • Department of the Prime Minister and Cabinet, Te Kawa Mataaho the Public Service Commission, and Treasury
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Te Kaunihera Local Government	<ul style="list-style-type: none"> • Local government will be critical to delivering the Urban Growth Agenda and are closely involved with the work of Kāinga Ora
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Ngā iwi me ngā hapori whānui Iwi and wider communities	<ul style="list-style-type: none"> • Effective relationships will be built with stakeholders including organisations representing the interests of Māori/iwi, organisations representing the interests of Pacific peoples and other ethnic groups, and community groups including non-government organisations
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Te momo kaiarataki e whāia ana | Leader profile

Te kaiaratakinga Leadership	<p>Excellent leadership by Public Service Chief Executives is essential for a high performing, professional and world class Public Service. Underpinning chief executive leadership is the requirement to adhere to the standards of integrity and conduct and the higher bar expected of chief executive behaviour.</p> <p>As set out in the Public Service Act 2020, chief executives are required to proactively promote stewardship of the Public Service, including of its long-term capability and people, institutional knowledge and information, system and processes, assets and the legislation they administer.</p> <p>As stewards of the system, chief executives are responsible for achieving cross-agency, sector and system results by leading, collaborating and exerting their influence in a cohesive way across boundaries and ensuring their staff have both the authority and motivation to do likewise.</p>
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Ngā take mātāmua me
mātua whai e angitu ai
| Critical success
priorities

The Chief Executive's priorities are to provide leadership to the Ministry, with a particular focus on maintaining progress on the MAIHI Ka Ora Implementation Plan, the GPS Implementation Plan and the Public Housing Plan 2021-2024. Through these plans the Ministry is committed to:

- maintaining effective working relationships with Ministers, chief executive colleagues, Treaty Partners and local government
- reducing barriers to building, including ensuring planning and regulation settings are appropriate, making funding for housing, urban development and infrastructure sustainable and accessible and partnering with industry to increase the performance of the construction sector
- building homes where people need them, including MAIHI and place-based partnerships and increasing housing supply through urban development
- helping more New Zealanders into affordable homes
- helping people in urgent housing need through the delivery of the Aotearoa Homelessness Action Plan
- increasing and supporting sustainability within the Māori housing system through increasing housing supply, support and local-led solutions
- continuing to build te ao Māori capability to strengthen Māori-Crown relationships and lead the response to the WAI2750 Kaupapa Inquiry into Housing Policy and Services
- maintaining progress on key work programmes including the Public Housing Plan, Whai Kāinga Whai Oranga, the Affordable Housing Fund, the Progressive Home Ownership Fund and Land for Housing
- responding to current market headwinds to ensure ongoing momentum to mitigate the impact on affordable housing supply and maintain momentum of the government build programme
- providing high quality advice to the Government relating to housing and urban development and coordinate activity across the system and work with others to build shared understanding to implement the GPS-HUD and MAIHI Ka Ora
- embedding monitoring best practice, to ensure that the Ministry is able to monitor Kāinga Ora and other crown entities and contractors effectively and support successful delivery.

Te taumata o te
āheitanga | Security
Clearance

Appointment will be subject to a New Zealand Government **Secret** security clearance.

Up to date information on the Ministry of Housing and Urban Development outcomes, organisational structure, dimensions and appropriations can be found on the website <https://www.hud.govt.nz/about-us>

Other useful information is also available at the following links:

- Annual Reports: [link here](#)
- Strategic Intentions: [link here](#)

SUMMARISED CURRICULUM VITAE

Andrew Crisp



Te Kawa Mataaho
Public Service Commission

Employment History

2018 - present	Ministry of Housing and Urban Development Secretary for Housing and Urban Development and Chief Executive
2016 - 2018	Land Information New Zealand Chief Executive
2015 - 2016	Ministry of Business, Innovation and Employment Deputy Chief Executive, Building, Resources and Markets
2015	Ministry of Business, Innovation and Employment Acting Chief Executive
2012 - 2015	Ministry of Business, Innovation and Employment Deputy Chief Executive, Infrastructure and Resource Markets
2011 - 2012	Ministry for the Environment Deputy Secretary, Programmes
2009 - 2011	Ministry for the Environment Deputy Secretary, Strategy and Corporate
2008 - 2009	Ministry for the Environment (secondment) Acting General Manager, Corporate and Community Group
2007 - 2008	New Zealand Treasury Assistant Secretary, State Sector Performance Group

Academic Qualifications and Professional Memberships

1993 - present	Chartered Accountant, Chartered Accountants Australia and New Zealand
1988	Bachelor of Commerce and Administration, Victoria University of Wellington

Management and Leadership Training

2014	Member of the New Zealand delegation to Infrastructure Study Tour of United Kingdom
2008	Darden Transformational Leadership Course, Virginia USA
2007	ANZSOG Strategic Leadership Course Advanced Leadership Programme, Leadership Development Centre



In Executive Council

Her Excellency the Governor-General is recommended to

Accept the recommendation of the Deputy Public Service Commissioner that

Andrew Nelson Crisp

be appointed, pursuant to schedule 7 clause 4 of the Public Service Act 2020,
as the Secretary for Housing and Urban Development and Chief Executive, Ministry
of Housing and Urban Development

Hon Chris Hipkins
Minister for the Public Service

Approved in Council

Clerk of the Executive Council

Date: 12 December 2022