



Report Title:	Letter of Expectations and Performance Review Process for the Police Commissioner		
Report No:	2023-0301		
Date:	5 December 2023		
To:	Hon Nicola Willis, Minister for the Public Service		
Action Sought:	Note this briefing and the attached draft Ministerial letter of expectations from the Minister of Police to the Police Commissioner Note the recommendation to the Minister of Police to invite the Public Service Commissioner to complete the 2024 performance review of the Police Commissioner.	Due Date	15 December 2023
To:	Hon Mark Mitchell, Minister of Police		
Action Sought:	Review the attached draft Ministerial letter of expectations for the Police Commissioner Note that the Public Service Commission is available to work further with your office to incorporate your feedback on the draft letter Invite the Public Service Commissioner to conduct the 2024 performance review of the Police Commissioner on your behalf.	Due Date	15 December 2023
Contact Person:	Anita West, Assistant Commissioner, System and Agency Performance		
Contact No:	9(2)(a) [REDACTED]		
Contact Person:	Thor Gudjonsson, Deputy Commissioner, System and Agency Performance		
Contact No:	9(2)(a) [REDACTED]		
Encl:	Yes	Priority:	Medium
Security Level:	IN CONFIDENCE		

Recommended Action

We recommend that the Minister for the Public Service:

- a **Note** this briefing and the attached draft Ministerial letter of expectations from the Minister of Police to the Police Commissioner

Noted

- b **Note** the recommendation to the Minister of Police to invite the Public Service Commissioner to complete the 2024 performance review of the Police Commissioner

Noted

We recommend that the Minister of Police:

- c **Review** the attached draft Ministerial letter of expectations for the Police Commissioner

Yes / No / Discuss

- d **Note** that the Public Service Commission is available to work further with your office to incorporate your feedback on the draft letter

- e **Invite** the Public Service Commissioner to conduct the 2024 performance review of the Police Commissioner on your behalf.

Yes / No / Discuss

Hon Nicola Willis
Minister for the Public Service

Hon Mark Mitchell
Minister of Police

Letter of Expectations and Performance Review Process for the Police Commissioner

Purpose of Report

1. This briefing provides you with a draft letter of Ministerial expectations for the Police Commissioner. Your direction is also sought on whether you would like the Public Service Commissioner to assist in undertaking the 2024 performance review of the Police Commissioner on your behalf.

Letter of Expectations

2. Further to our advice of 30 November 2023 [BRI-2023-0299 refers], you have requested that the Public Service Commission work with your office to draft Ministerial expectations for the Police Commissioner. The Public Service Commission has completed a draft, which is attached for your review. We have worked with your office and spoken to the Police Commissioner during the course of drafting this letter. You may also wish to discuss the draft letter of expectations with Commissioner Coster.
3. The draft expectations incorporate the key priorities the Government has signalled for Police, and the wider justice system, including those specifically outlined in the Government's 100-day plan and coalition agreements.
4. The Commission seeks your feedback on the draft Ministerial expectations and can assist with making any further changes before you finalise them. Once the expectations are confirmed, the Commission is available to support you and your office in assessing the delivery and performance of these expectations through the year.

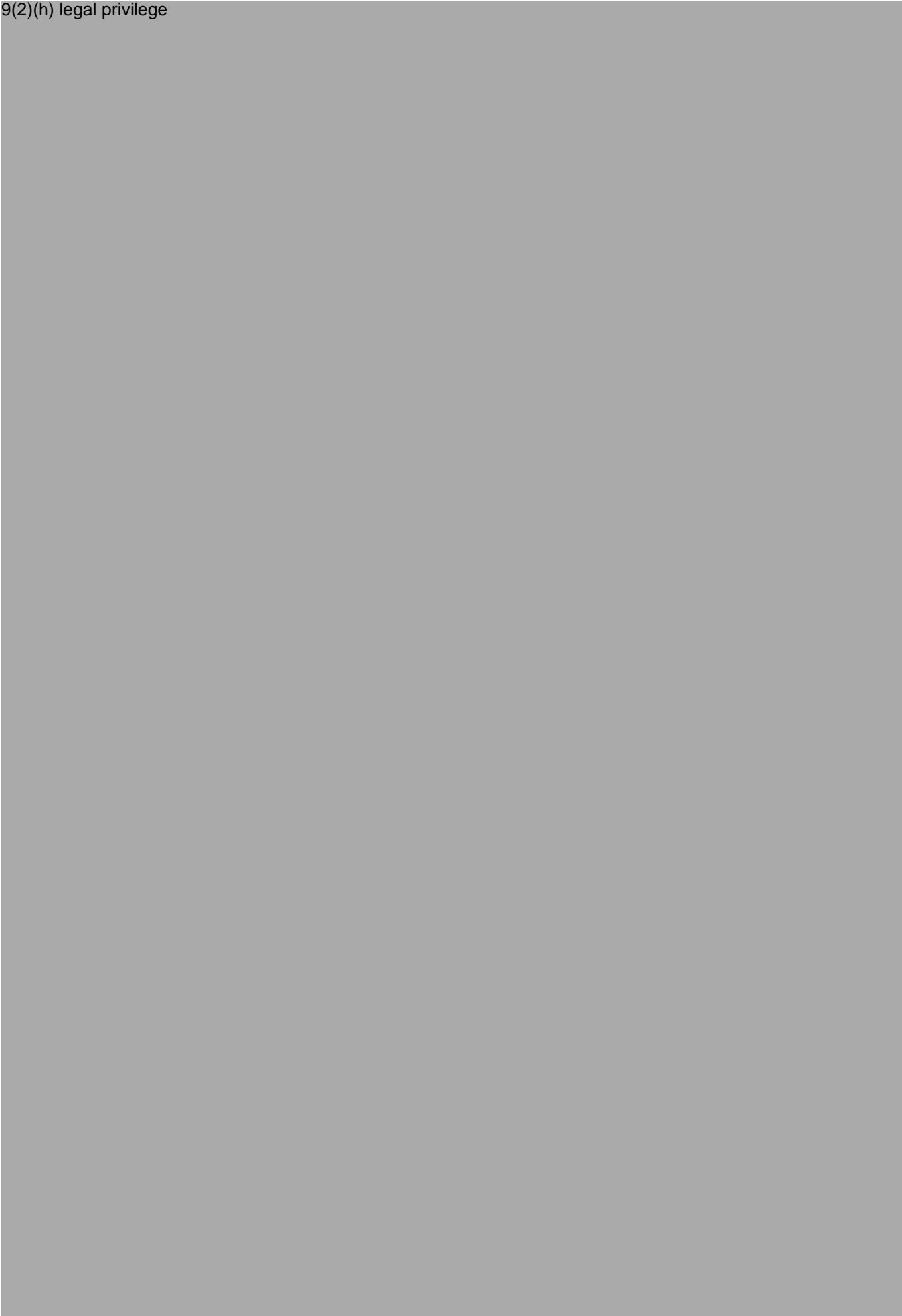
Performance Review Process

5. Our 30 November 2023 advice [BRI-2023-0299 refers] advised that the Public Service Commissioner is available to support you in undertaking the review of the Police Commissioner's performance against your Ministerial expectations.
6. The Commission seeks your direction on whether you would like the Public Service Commissioner to undertake the 2024 review of the Police Commissioner's performance against your final Ministerial letter of expectations. 9(2)(f)(iv) confidentiality of advice
[REDACTED]
7. In undertaking the review, the Commission would meet with you to attain your feedback on the Police Commissioner's performance against your expectations. This would be supported by analysis of performance information and evidence against the key priority areas signalled in your letter.
8. The Commission is also available to support you during the year with this process, for instance through interim or mid-year check-ins. We would welcome the opportunity to discuss this further with you once expectations have been set.

Next Steps

9. Subject to your direction, the Commission is available to support you in finalising your Ministerial expectations for the Police Commissioner. The Commission also seeks your direction on whether you would like the Public Service Commissioner to undertake the 2024 performance review of the Police Commissioner.

9(2)(h) legal privilege



9(2)(h) legal privilege

