



Statutory Deputy Police Commissioner: Position Description

Date: 9 December 2022

Security Level: SENSITIVE

Report No: 2022/0282

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

Telephone: 9(2)(a) privacy

	Actions Sought	Due Date
Hon Chris Hipkins, Minister for Police and Minister for the Public Service	Forward a copy of this report and the draft Position Description to the Prime Minister.	As soon as possible
	Review and confirm the draft Position Description for the appointment of the Statutory Deputy Police Commissioner.	16 December
Rt Hon Jacinda Ardern, Prime Minister	Review and confirm the draft Position Description for the appointment of the Statutory Deputy Police Commissioner.	16 December

Enclosure: Yes

Minister's Office Comments

Comments:

**Date returned to Te Kawa
Mataaho:**

Executive Summary

- 1 A Deputy Commissioner of Police is a statutory role appointed by the Governor-General of New Zealand on the recommendation of the Prime Minister. There is currently one statutory Deputy Commissioner of Police. On 7 December 2022, the Cabinet Appointments and Honours Committee agreed to establish one or more additional statutory Deputy Commissioner of Police positions, and begin a process for recruitment [APH-22-MIN-0277].
- 2 Section 14 of the Policing Act 2008 states that the Public Service Commissioner is responsible for managing the appointment process for statutory Deputy Commissioners of Police, and for providing advice on nominations to the Prime Minister and Minister of Police. Subject to Cabinet agreement of the APH minute, advertising for the position will commence in December 2022.
- 3 We are seeking your review and confirmation of the draft Position Description (attached) for the statutory Deputy Police Commissioner role(s).

Recommended Actions

We recommend that you:

- a **Refer** this report and the draft Position Description to the Prime Minister.

Forwarded / Not forwarded

- b **Review** and confirm the draft Position Description for the appointment of one or more Deputy Police Commissioner(s).

Feedback provided / No feedback necessary



Hon Chris Hipkins
Minister for Police
Minister for the Public Service

We recommend that the Prime Minister:

- a **Review** and confirm the draft Position Description for the appointment of one or more Deputy Police Commissioner(s).

Feedback provided / No feedback necessary



Rt Hon Jacinda Ardern
Prime Minister

Te Kawa Mataaho Report: Deputy Police Commissioner Position Description

Background and Advice

- 4 Deputy Commissioners of Police can be statutory, or non-statutory roles. When a statutory role, the Deputy Commissioner of Police is appointed by the Governor-General of New Zealand on the recommendation of the Prime Minister, for a term of up to five years. There is currently one statutory Deputy Commissioner of Police, whose term is due to expire in early June 2023.
- 5 The Commissioner of Police has recently advised that retirements and vacancies to the Police Executive Leadership Team are expected in coming months. This provides an opportunity to ensure organisational stability by aligning the appointments process for the proposed Deputy(ies) with internal leadership changes and relevant portfolio delegations.
- 6 The Commissioner of Police also considers having one or more of these roles appointed as statutory Deputy Commissioners, given the significant nature of the decisions they make in the course of their duties, would be beneficial in terms of supporting good governance, leadership and administrative practices within the New Zealand Police. A statutory Deputy Commissioner has important constitutional functions in addition to organisational leadership responsibilities, including:
 - 6.1 They may be designated as acting Commissioner in the event of the Commissioner's absence or incapacity, and hold all the powers, functions, duties, and responsibilities of the Commissioner; and
 - 6.2 They are uniquely positioned to ensure and uphold ethical standards, including by escalating any integrity issues (such as misbehaviour of the Commissioner) if required with the relative protections provided by statutory appointment.

Position Description

- 7 Deputy Commissioners of Police must be 'fit and proper persons' and credible, trustworthy leaders with wide organisational and operational experience.
- 8 For these appointments, the Commissioner of Police has emphasised an in-depth understanding of how different aspects of policing interact, and expertise in deployment best practice, will be required to help manage demand and maximise policing resources and performance. The specific portfolio responsibilities for any statutory Deputy will be determined by the Commissioner of Police.
- 9 The Position Description is the formal document against which an appointment is made and reflects the requirements of the role as set out by the Commissioner of Police. It has been drafted in consultation with the Commissioner of Police. You are invited to review and confirm the Position Description attached, that will be used in the appointment process for one or more statutory Deputies.

Appointment Process and Next Steps

- 10 Section 14 of the Policing Act 2008 states that the Public Service Commissioner is responsible for managing the appointment process for statutory Deputy Commissioners of Police, and for providing advice on nominations to the Prime Minister and Minister of Police.
- 11 On 7 December 2022, the Cabinet Appointments and Honours Committee considered a paper from the Minister of Police setting out the rationale for establishing a vacancy for one or more statutory Deputy Police Commissioners and confirming the Public Service Commission will begin the appointment

SENSITIVE

process. The Committee agreed to establish one or more additional statutory Deputy Commissioner of Police positions, and begin a process for recruitment [APH-22-MIN-0277].

- 12 Subject to Cabinet agreement of the APH minute, advertising for the position will commence in December 2022.
- 13 The Deputy Public Service Commissioner will consult with the Responsible Minister on persons to be appointed as interview panellists and will update the Prime Minister and Responsible Minister at key points throughout the appointment process. They will also provide a report regarding the panel's views of the suitability of shortlisted candidates for appointment in the new year.



Deputy Commissioners of Police: Appointments

Date:	31 March 2023		
To:	Rt Hon Chris Hipkins, Prime Minister		
Action Sought:	Sign and approve for lodging the attached paper for APH on 5 April 2023.	Due Date	As soon as possible
Cc:	Hon Ginny Andersen, Minister of Police		
Action Sought:	Sign and approve for lodging the attached paper for APH on 5 April 2023.	Due Date	As soon as possible
Cc:	Hon Andrew Little, Minister for the Public Service		
Action Sought:	Copy for your information.	Due Date	N/A
Report No:	2023-0101		
Contact:	Heather Baggott, Deputy Public Service Commissioner, 027 277 4212		
Encl:	Yes	Priority:	High
Security Level:	SENSITIVE-STAFF		

Executive Summary

- 1 In December 2022 Cabinet noted that under the Policing Act 2008 (the Act) the Governor-General may, on the recommendation of the Prime Minister, appoint one or more fit and proper people to the position of statutory Deputy Commissioner of Police [APH-22-MIN-0277].
- 2 Cabinet also agreed to establish one or more additional statutory Deputy Commissioner of Police positions.
- 3 Under section 13(2) of the Act, Deputy Commissioners of Police hold office at the pleasure of the Governor-General.
- 4 On 28 March 2023, you received and accepted advice from Deputy Public Service Commissioner Heather Baggott that both Tania Kura and Jevon McSkimming are fit and proper people, and agreed to recommend to the Governor-General both people for appointment to the statutory role of Deputy Commissioner of Police for terms of five years.
- 5 In the advice on 28 March 2023, we advised you that under section 15 of the Policing Act 2008, in the event of the Commissioner of Police's incapacity because of illness, absence, or any other cause the longest serving Deputy Commissioner is deemed to be appointed acting Commissioner until such

- time that the Governor-General, on the recommendation of the Prime Minister, appoints an acting Commissioner.
- 6 With the recommendation to the Governor-General to appoint two Deputy Commissioners at the same time, there is potential confusion as to who is the longest serving Deputy Commissioner.
 - 7 After consulting with the Commissioner of Police, we have drafted the paper so that Deputy Commissioner McSkimming's term commences on 17 April 2023, and Deputy Commissioner Kura's term commences on 18 April 2023.
 - 8 We have also been advised that the Administrator of the Government will be making the appointments in the absence of the Governor-General. The paper and attachments have been drafted accordingly.
 - 9 It has been the practice for the Government to advise the Leader of the Opposition of the appointments to this position before the appointment is announced. We recommend you consider continuing this practice.
 - 10 A late lodgement of this paper has been requested.

Recommended Action

We recommend that the Prime Minister:

- a **sign and approve for lodging** the attached paper, to be considered by Cabinet Appointment and Honours Committee 5 April 2023.

Signed and approved / not signed and not approved



Rt Hon Chris Hipkins
Prime Minister

We recommend that the Minister of Police:

- b **sign and approve for lodging** the attached paper, to be considered by Cabinet Appointment and Honours Committee 5 April 2023.

Signed and approved / not signed and not approved

Hon Ginny Andersen
Minister of Police



APH: Deputy Commissioners of Police

Date:	3 April 2023	Security Level:	IN CONFIDENCE
Minister and Portfolio:	Rt Hon Chris Hipkins, Prime Minister		
	Hon Ginny Andersen, Minister of Police		
Copy to:	Hon Andrew Little, Minister for the Public Service		
Report No:	2023-0103		

Purpose Briefing for Appointment and Honours Committee (APH)

Date of meeting 5 April 2023

Proposal

This briefing provides you with the key points for your item at APH on 5 April which recommends that the Committee notes the Prime Minister's intention to recommend to the Governor-General the appointment of Jevon Mc Skimming and Tania Kura as Deputy Commissioners of Police for five-year terms.

Discussion

Deputy Commissioners of Police are appointed by the Governor-General of the recommendation of the Prime Minister in accordance with the Policing Act 2008. They hold office at the pleasure of the Governor-General.

In December 2022, Cabinet agreed to establish one or more additional statutory Deputy Commissioners of Police.

The requirements for the position are set out in paragraphs 5 to 9 of the paper.

The Public Service Commission has managed the appointment process on behalf of the Prime Minister and the Minister of Police, as required in the Policing Act and the Cabinet Manual. Details of the process are set out in paragraphs 20 and 21 of the paper.

We propose the Prime Minister recommends to the Governor-General the appointment of both Jevon McSkimming and Tania Kura to the role of Deputy Commissioner of Police, for terms of five years. Paragraphs 10 to 18 of the paper set out the backgrounds and terms of both appointees.

The Minister of Police will coordinate the announcement of the appointments.

Author Ian Lineham, Principal Advisor, System and Agency Performance

Manager Thor Gudjonsson, Deputy Commissioner, System and Agency Performance



Executive Council: Appointment of Deputy Commissioners of Police

Date:	5 April 2023	Security Level:	SENSITIVE-STAFF
Minister and Portfolio:	Hon Andrew Little, Minister for the Public Service		
Report No:	2023-0110		

Purpose Briefing for Executive Council

Date of meeting 11 April 2023

Proposal

We understand the Prime Minister has asked you to take the appointments of Jevon McSkimming and Tania Kura as Deputy Commissioners of Police through Executive Council on his behalf.

We also understand that the Administrator of the Government is presiding at this meeting, rather than the Governor-General.

The Prime Minister has written to the Administrator of the Government setting out his recommendation to make the appointments.

This briefing provides you with the key points to speak to this item.

Appointment Process

Statutory Deputy Commissioners of Police are appointed by the Governor-General on the recommendation of the Prime Minister in accordance with the Policing Act 2008 (the Act). They hold office at the pleasure of the Governor-General. There is a requirement for statutory Deputy Commissioners of Police to meet a ‘fit and proper person’ test. Based on Crown Law advice, a fit and proper person is a person who is honest and trustworthy, and has the necessary experience, qualifications or characteristics to perform in the role.

The Public Service Commission has managed the appointment process on behalf of the Prime Minister and the Minister of Police, as required in the Policing Act and the Cabinet Manual. Deputy Public Service Commissioner Heather Baggott Chaired the appointment process and advised the Prime Minister and Minister of Police of nominees who met the definition of ‘fit and proper’ people.

Recommendation

You are seeking the Administrator of the Government’s signature on the advice sheets and warrants appointing:

- Deputy Commissioner Jevon Murray McSkimming as a (statutory) Deputy Commissioner of Police for a five-year term commencing on 17 April 2023 and expiring on 16 April 2028; and
- Deputy Commissioner Tania Ruth Kura as a (statutory) Deputy Commissioner of Police for a five-year term commencing on 18 April 2023 and expiring on 17 April 2028.

Summarised CVs for both Deputy Commissioner McSkimming and Deputy Commissioner Kura are attached to the papers for the appointments.

The Prime Minister considers both Deputy Commissioner Jevon McSkimming and Deputy Commissioner Tania Kura are fit and proper people as they are honest and trustworthy, and have

strong, credible experiences in Police, with a good understanding of the role and work of New Zealand Police.

Both appointees are currently non-statutory Deputy Commissioners at New Zealand Police.

About the nominees

Deputy Commissioner Jevon McSkimming has been a Police officer for 27 years, firstly in frontline roles, and more recently in organisation-wide roles shaping strategy, service delivery, arms administration, and ICT and infrastructure. In 2017 he was appointed Assistant Commissioner, Service, before being appointed (non-statutory) Deputy Commissioner, Strategy and Service in 2020.

Deputy Commissioner Tania Kura has been a Police officer for 35 years. She has worked up through the ranks to be Area Commander Hawkes Bay in 2012, and District Commander Eastern District (Hawkes Bay and Tairāwhiti) in 2017, before being appointed as (non-statutory) Deputy Commissioner Leadership and Capability in 2020.

The appointments commence of different dates as the Policing Act provides for the ‘longest serving Deputy Commissioner’ be deemed to be appointed acting Commissioner in the event that the Commissioner is incapacitated because of illness, absence, or any other cause.

To avoid any potential confusion as to which of the Deputy Commissioners would be the longest serving, the Prime Minister’s recommendation is that Deputy Commissioner McSkimming’s appointment commence on 17 April, and Deputy Commissioner Kura’s appointment commence on 18 April 2023.

Author

Ian Lineham, Principal Advisor, System and Agency Performance

Manager

Thor Gudjonsson, Deputy Commissioner, System and Agency Performance

Office of the Prime Minister
Office of the Minister of Police

Chair
Cabinet Appointment and Honours Committee

DEPUTY COMMISSIONERS OF POLICE: APPOINTMENTS

Proposal

- 1 This paper notes the Prime Minister's intention to recommend to the Governor-General that both Tania Ruth Kura and Jevon Murray McSkimming be appointed as a statutory Deputy Commissioner of Police, for five year terms.

Background

- 2 In December 2022 Cabinet noted that under the Policing Act 2008 (the Act) the Governor-General may, on the recommendation of the Prime Minister, appoint one or more fit and proper people to the position of Deputy Commissioner of Police [APH-22-MIN-0277].
- 3 Cabinet also agreed to establish one or more additional statutory Deputy Commissioner of Police positions.
- 4 Under section 13(2) of the Act, Deputy Commissioners of Police hold office at the pleasure of the Governor-General.

Requirements for the Position

- 5 The statutory requirement for the position is that the appointment be of a fit and proper person (s13(1) the Act).
- 6 To be a fit and proper person for this role, we consider the incoming Deputy Commissioners of Police need to be honest and trustworthy, and have strong, credible experience in Police, with a good understanding of the role and work of New Zealand Police.
- 7 Although the Deputy Commissioner position is statutorily independent of the Commissioner's position, under section 17 of the Act, the Commissioner of Police may delegate specific powers, functions and duties to fit their requirements. This delegation could be incorporated into any wider portfolio responsibilities to be determined by the Commissioner of Police following appointment and may change from time to time to meet changing priorities.
- 8 Under section 15 of the Act, in the event of the Commissioner of Police is incapacitated because of illness, absence, or any other cause, the longest serving Deputy Commissioner is deemed to be appointed acting Commissioner until such time that the Governor-General, on the recommendation of the Prime Minister, appoints an acting Commissioner.
- 9 Deputy Commissioners of Police must be able to **9(2)(a) privacy** a Top Secret Special security clearance.

Recommended Appointees

- 10 We propose the Prime Minister recommends to the Governor-General the appointment of both Tania Ruth Kura and Jevon Murray McSkimming to the role of Deputy Commissioner of Police, for terms of five years.
- 11 Both appointees are currently non-statutory Deputy Commissioners at New Zealand Police.
- 12 In order to avoid potential confusion as to which of the Deputy Commissioners would be the longest serving Deputy Commissioner and be deemed acting Commissioner should the Commissioner become incapacitated, the Prime Minister's recommendation is that Deputy Commissioner McSkimming's term commences on 17 April 2023, and Deputy Commissioner Kura's term commences on 18 April 2023.
- 13 Deputy Public Service Commissioner Heather Baggott has advised that Deputy Commissioner Kura and Deputy Commissioner McSkimming are fit and proper people to undertake the role and they have the abilities to perform the elements of the role set out above. We have accepted that advice.
- 14 Deputy Commissioner Tania Kura has particular strengths in policing operations having started her career as a general constable in Christchurch in 1988. She worked up through the ranks to be Area Commander Hawkes Bay in 2012, and then District Commander Eastern from 2017 before transferring to Police National Headquarters directly into the role of Deputy Commissioner Leadership and Capability in 2020.
- 15 Deputy Commissioner Kura 9(2)(a) privacy security clearance.
- 16 Deputy Commissioner Jevon McSkimming brings a relatively unique career path within New Zealand Police. He has been a Police Officer for 27 years, but since 2010 Mr McSkimming has used his operational skills across the organisation to shape strategy, service delivery and resolutions, financial planning, arms administration, ICT and infrastructure. In 2015 Mr McSkimming was appointed to the role of Assistant Commissioner, Chief Information Officer, and in 2017 to the role of Assistant Commissioner, Service, before being appointed to his current role of Deputy Commissioner, Strategy and Service in 2020.
- 17 Deputy Commissioner McSkimming 9(2)(a) privacy . This is not seen as an impediment to Deputy Commissioner McSkimming's appointment.
- 18 Attached are summary curriculum vitae for both Deputy Commissioner Kura and Deputy Commissioner McSkimming.

Remuneration

- 19 The remuneration for Deputy Commissioners of Police is set by the Remuneration Authority.

Appointment process and consultation

- 20 Section 14 of the Policing Act 2008 provides for the Public Service Commissioner to manage the appointment process and to provide advice on nominations to the Prime Minister and the Minister of Police.
- 21 The process Deputy Public Service Commissioner Heather Baggott managed included the following steps:

- 21.1 Advertising the position through multiple channels from 19 December 2022 through to closure on 16 January 2023.
- 21.2 A shortlisting panel comprising the two Deputy Public Service Commissioners (Ms Heather Baggott and Ms Helene Quilter), Commissioner Andrew Coster, Commissioner of Police, and Deputy Commissioner, System and Agency Performance, Public Service Commission (Mr Thor Gudjonsson) reviewed all applications, and decided three applicants should proceed to the next stage.
- 21.3 Shortlisted applicants underwent an interview with the recruiter as to motivation for applying for the role, and an assessment centre exercise (including an assessment and interview with a psychologist, and an interview with a media specialist).
- 21.4 The Deputy Public Service Commissioner convened a Panel to assist her in the examination of applicants. The Panel comprised Ms Heather Baggott (Chair), Deputy Public Service Commissioner; Ms Helene Quilter QSO, Deputy Public Service Commissioner; Mr Andrew Coster, Commissioner of Police; Mr Brian Dickey, Partner, Meredith Connell, Crown Solicitor at Auckland, and Mr Steve Haami PSM, Kaihautū.
- 21.5 After deliberations, the panel agreed two applicants should proceed to the next stage of the process. This included detailed conduct and integrity checking, referee checks conducted with both nominated and non-nominated referees to provide a 360-degree view of both applicants.
- 21.6 The Deputy Public Service Commissioner provided advice to the Prime Minister and the Minister of Police on the nominations for the role.

Conflicts of interest

- 22 We can confirm that appropriate enquiries concerning conflicts of interest have been carried out, in accordance with the Public Service Commission appointment guidelines, to identify any conflict of interest that could reasonably be identified, and no conflicts of interest have been identified.

Timing and Publicity

- 23 Once the Governor-General has appointed Deputy Commissioner Kura and Deputy Commissioner McSkimming as (statutory) Deputy Commissioners of Police, the Office of the Minister of Police will coordinate the announcement.

Recommendation

- 24 It is recommended that the Committee **notes** the Prime Minister's intention to recommend to the Governor-General that:
- 24.1 Jevon Murray McSkimming be appointed as the Deputy Commissioner of Police, New Zealand Police, for a five-year term commencing on 17 April 2023 and expiring on 16 April 2028; and
 - 24.2 Tania Ruth Kura be appointed as the Deputy Commissioner of Police, New Zealand Police, for a five-year term commencing on 18 April 2023 and expiring on 17 April 2028.

Authorised for lodgement



Rt Hon Chris Hipkins
Prime Minister

Hon Ginny Andersen
Minister of Police



PRIME MINISTER
TE PIRIMIA

Her Excellency
The Right Honourable Dame Helen Winkelmann
Administrator of the Government

Your Excellency

Appointments: Deputy Commissioners of Police

Deputy Commissioners of Police are appointed by the Governor-General, on the recommendation of the Prime Minister, for a term not exceeding five years, under section 13(1) of the Policing Act 2008. Under section 13(2) of the Act, Deputy Commissioners of Police holds office at the pleasure of the Governor-General.

The Cabinet has noted my intention to recommend that you appoint both Tania Ruth Kura and Jevon Murray McSkimming as Deputy Commissioners of Police under section 13(1) of the Policing Act 2008, for terms of five years.

Both Tania Kura and Jevon McSkimming are currently non-statutory Deputy Commissioners at New Zealand Police.

Deputy Commissioner Kura is currently Deputy Commissioner, Leadership and Capability at Police. Earlier in her career she had frontline and tactical roles, before rising to be the Area Commander for Hawkes Bay, and then District Commander in the Eastern Police District (East Cape to Hawke's Bay). She started her career in frontline roles in 1988.

Deputy Commissioner Jevon McSkimming has held organisation-wide roles shaping strategy, service delivery and resolutions, financial planning, arms administration, ICT and infrastructure. He started his career in frontline roles in 1996.

Summarised curricula vitae for both Deputy Commissioner Kura and Deputy Commissioner McSkimming are attached for your information.

The Minister of Police and I are of the view that both Deputy Commissioner Kura and Deputy Commissioner McSkimming meet the requirements of the Policing Act 2008.

I recommend that you appoint Jevon Murray McSkimming as Deputy Commissioner of Police for a term of five years commencing on 17 April 2023, and Tania Ruth Kura as Deputy Commissioner of Police for a term of five years commencing on 18 April 2023.

Rt Hon Chris Hipkins
Prime Minister

SUMMARY CURRICULUM VITAE

TANIA RUTH KURA

Employment History:

New Zealand Police

2020 – present	Deputy Commissioner, Leadership and Capability
2017 – 2020	District Commander, Eastern
2012 – 2017	Area Commander, Hawkes Bay
2016	Security Advisor for New Zealand Olympic Team to Rio de Janiero, Brazil
2010 – 2012	Head of School, Patrol and Operations, Royal New Zealand Police College
2005 – 2010	Officer in Charge of Station, Mt Maunganui
2009	Six-month secondment to Tauranga City Council
2004 – 2005	Acting Inspector, NIA Implementation Officer, Central District
2003 – 2004	Tactical Coordinator, Wanganui
2001 – 2003	Officer in Charge of Intelligence, Wanganui
1988 – 2001	Various Sergeant, Detective Constable, Special Duties Constable, Constable, Youth Aid Officer and maternity leave without pay
1987 – 1988	Recruit Wing 111, Royal New Zealand Police College

SUMMARY CURRICULUM VITAE

JEVON MURRAY McSKIMMING

Employment History:

New Zealand Police

2020 – present	Deputy Commissioner, Strategy and Service
2017 – 2020	Assistant Commissioner, Service
2016 – current	All-of-Government Senior Responsible Owner, Next Generation Critical Communications
2015 – 2017	Assistant Commissioner, Chief Information Officer
2012 – 2015	National Manager Mobility
2011 – 2012	Acting National Operations Manager, Communication Centre
2010 – 2011	Acting Area Commander, Wellington and Porirua Area
2007 – 2010	Deployment Manager, Wellington District
2006 – 2007	Recruit Instructor, Programmes Development Facilitator, Leadership, Management and Strategic Advisor Learning and Performance, Teaching and Learning Support,
1996 – 2006	Various frontline roles, in Auckland, Southland and the West Coast/Tasman,
1996	Recruit Wing 163, Royal New Zealand Police College



Wellington, 3 / 4 / 2023

Her Excellency the Administrator of the Government is respectfully advised to appoint,
pursuant to section 13(1) of the Policing Act 2008

Tania Ruth Kura

as Deputy Commissioner of Police, New Zealand Police
for a term of five years commencing on 18 April 2023 and ending on 17 April 2028.

A blue ink signature of Rt Hon Chris Hipkins, consisting of stylized, overlapping loops and a long horizontal stroke at the end.

Rt Hon Chris Hipkins
Prime Minister

Appointed

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Administrator of the Government

11 / 4 / 2023



Appointment of the Deputy Commissioner of Police

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Administrator of the Government

Pursuant to section 13(1) of the Policing Act 2008,
I, the Right Honourable Dame Helen Winkelmann, Administrator of the Government, hereby
appoint:

Tania Ruth Kura

as the Deputy Commissioner of Police, New Zealand Police for a term of five years
commencing on 18 April 2023 and ending on 17 April 2028.

Given under the hand of Her Excellency the Administrator of the Government and issued
this ~~11th~~ day of April 2023.

A handwritten signature in blue ink, appearing to read 'Chris Hipkins', with a long horizontal line extending to the right.

Rt Hon Chris Hipkins
Prime Minister



Wellington, 3 / 4 / 2023

Her Excellency the Administrator of the Government is respectfully advised to appoint,
pursuant to section 13(1) of the Policing Act 2008

Jevon Murray McSkimming

as Deputy Commissioner of Police, New Zealand Police
for a term of five years commencing on 17 April 2023 and ending on 16 April 2028.

A blue ink signature of Rt Hon Chris Hipkins, consisting of several fluid, overlapping loops.

Rt Hon Chris Hipkins
Prime Minister

Appointed

A black ink signature of the Administrator of the Government, appearing as a series of connected, somewhat abstract strokes.

Administrator of the Government

11 / 4 / 2023



Appointment of the Deputy Commissioner of Police

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Administrator of the Government

Pursuant to section 13(1) of the Policing Act 2008,
I, the Right Honourable Dame Helen Winkelmann, Administrator of the Government, hereby
appoint:

Jevon Murray McSkimming

as the Deputy Commissioner of Police, New Zealand Police for a term of five years
commencing on 17 April 2023 and ending on 16 April 2028.

Given under the hand of Her Excellency the Administrator of the Government and issued
this 11th day of April 2023.

A handwritten signature in blue ink, appearing to read 'Chris Hipkins', with a long horizontal line extending to the right.

Rt Hon Chris Hipkins
Prime Minister