

PUBLIC SECTOR — 2017 *SERVICE PRIORITY REVIEW*

111. Hon TJORN SIBMA to the Leader of the House representing the Minister for Public Sector Management:

I refer to the recommendations and suggested actions for public sector reforms outlined in the final 2017 *Service priority review*.

- (1) What progress has been made overall in implementing recommendation 13 of that review, which is to “redesign executive performance systems to clarify contemporary leadership expectations and to measure success”?
- (2) Specifically, what progress has there been in amending applicable legislation to clarify responsibilities for CEO appointment performance management and termination and to develop and introduce a mechanism for performance-based remuneration for CEOs?

Hon SUE ELLERY replied:

I thank the honourable member for some notice of the question.

- (1)–(2) Recommendation 13 has been implemented. A strength and performance agreement is in place for directors general, *Commissioner’s Instruction 30: Chief Executive Officer Performance Management*, issued on 21 July 2021, including for the first time new measures such as a clear letter of expectation for performance from the relevant minister and board chair outlining key priorities and deliverables; reference to public administration requirements in sections 7, 8 and 9 of the Public Sector Management Act 1994; direct feedback on performance by a range of government and non-government stakeholders; self-assessment against contemporary leadership requirements; performance discussions at the mid and end of the performance cycle with the Public Sector Commissioner; and joint performance discussions with ministers, board chairs, the Public Sector Commissioner and the director general. Performance agreements for other CEOs have been strengthened, with the addition of public administration requirements in sections, 7, 8 and 9 of the Public Sector Management Act.