

STATUTORY AND OTHER OFFICES REMUNERATION TRIBUNAL

Report and Determination for Ms Karen Webb APM in the office of the Commissioner of Police, pursuant to Section 24P of the *Statutory and Other Offices Remuneration Act 1975*.

PREMIER'S DIRECTION

1. On 21 January 2021, the Statutory and Other Offices Remuneration Tribunal (the Tribunal) received a direction from the Premier, the Hon Dominic Perrottet MP, pursuant to section 24P of the *Statutory and Other Offices Remuneration Act 1975* (SOOR Act) to make a determination as to whether, and (if so) how, the determination of the range of remuneration packages of Band 4 Public Service senior executives should be altered in relation to Ms Karen Webb APM in the role of Commissioner of Police.
2. Section 24P of the SOOR Act provides for the Minister to direct the Tribunal to make a special determination in the following terms:

24P Special determinations

If the Minister so directs, the Tribunal is required to make (not later than the day specified in the direction as the day on or before which the determination is to be made) a determination as to whether, and (if so) how, any determination already made should be altered in relation to remuneration packages as are referred to in the direction.

3. The Commissioner of Police is employed in a Public Service senior executive (PSSE) "Band 4 – Secretary level" role. The determination already made in respect of PSSE Band 4 –Secretary level is the Tribunal's 2021 annual determination which provides the following remuneration package range:

Band	Per annum range		
Band 4 – Secretary level	\$499,251	to	\$576,700

4. This determination will alter annual determination in respect of the remuneration range for Band 4 in relation to the remuneration package for Ms Webb in the role of Commissioner of Police.

BACKGROUND

5. The NSW Police Force is a government agency and its mission, as set out in the *Police Act 1990* (the Police Act), is to work with the community to reduce violence, crime and fear.
6. The NSW Police Force is Australia's largest police organisation, with more than 21,000 employees of which 17,576 are police officers. NSW Police is responsible for protecting the community and property by preventing, detecting and investigating crime; monitoring and promoting road safety; maintaining social order and performing and coordinating emergency and rescue operations.
7. The Commissioner of Police is appointed by the Governor under the provisions of the Police Act. The primary purpose of the role is to drive the strategic vision of the NSW Police Force to ensure effective delivery of policing services as conferred by legislation. The Commissioner of Police reports to the portfolio Minister and has five direct reports at the level of Deputy Commissioner and Assistant Commissioner.
8. The Commissioner of Police is responsible for:
 - Leading and directing the NSW Police Force, as a highly professional policing service.
 - Advising the Minister and other key stakeholders on strategic direction, priorities and implementation in relation to community safety and law enforcement.
 - Assuming all assigned responsibilities under the Police Act, and associated Acts and regulations to meet legislated requirements.
 - Working collaboratively with other NSW emergency agencies to plan, prepare and respond to incidents, events and operations.
9. The Premier has advised that Ms Webb will be appointed to the role of Commissioner of Police commencing 1 February 2022. The Premier has advised that it is appropriate that Ms Webb receive a total remuneration package that is equivalent to that received by the outgoing Commissioner of Police effective from 1 February 2022.

10. In determining the remuneration the Tribunal has had regard to the role and responsibilities, the remuneration paid to senior law enforcement offices in other jurisdictions, and Ms Webb's skills and experience. Ms Webb has more than 34 years of service to the community as a member of the NSW Police Force, including senior executive roles leading important law enforcement reform and emergency operations. The Commissioner of Police is one of NSW's most senior office holders and it is appropriate that the role receive a level of remuneration which reflects the role and responsibilities.

11. In accordance with the Premier's recommendation the Tribunal determines that Ms Webb in the role of Commissioner of Police shall receive a remuneration package of \$665,750 per annum from the date of her appointment.

12. The determination is made in accordance with section 24R(3)(a) of the SOOR Act which provides for the Tribunal to fix a remuneration package for a particular senior executive named in the determination. Consistent with the Premier's request, this determination is personal to Ms Webb and is not a determination that applies to the role of Commissioner of Police or to future appointments to the role.

DETERMINATION

Pursuant to section 24P of the *Statutory and Other Offices Remuneration Act 1975* the Tribunal determines that the range of remuneration packages of Band 4 Public Service senior executives is altered to provide Ms Webb in the role of Commissioner of Police, with a remuneration package of \$665,750 per annum, with effect from 1 February 2022.

Band	Per annum range			
Band 4 – Secretary level	\$499,251	to	\$576,700	Ms Karen Webb, Commissioner of Police: \$665,750 per annum.

Statutory and Other Offices Remuneration Tribunal

Signed

The Hon Greg Pearce

27 January 2022