

Hon Brooke van Velden

MP for Tāmaki

Minister of Internal Affairs

Minister for Workplace Relations and Safety



25 JUN 2024

Hon Paul Goldsmith
Minister of Justice
P.Goldsmith@ministers.govt.nz

Dear Paul,

I am the appointing Minister for the Deputy Chief Censor role and am seeking concurrence from you for the reappointment of the current Deputy Chief Censor, Rupert Ablett-Hampson for a second three-year term.

Under section 80(1) of the Films, Videos and Publications Classification Act 1993 (the Act), appointments of the Chief Censor and the Deputy Chief Censor to the Office of Film and Literature Classification (the Classification Office) are made by the Governor-General on my recommendation, after receiving concurrence from the Minister of Justice and the Minister for Women.

I support the reappointment of Rupert Ablett-Hampson for a second three-year term and am asking for your concurrence with Mr Ablett-Hampson's appointment, in order to recommend his appointment to the Governor-General.

The current statutory membership of the Classification Office is:

Name	Title	Original appointment	Term expires
Caroline Flora	Chief Censor	20 July 2022	19 July 2025
Rupert Ablett-Hampson	Deputy Chief Censor	4 October 2024	4 October 2024


Before his appointment as the Deputy, Mr Ablett-Hampson was the Chief Legal Advisor at the Ministry for Social Development (MSD). He is a former barrister and solicitor with ten years' experience in senior public service leadership, including two secondments in Deputy Chief Executive roles within MSD. His experience traverses highly complex and sensitive areas such as child protection and responding to claims of abuse in state care.

As the Deputy, Mr Ablett-Hampson has demonstrated an ability to quickly become familiar with the functions of the role, the Classification Office, and key external stakeholders. Through his role on the Classification Office Board, he has played a key role in managing the Classification Office's finances and services as the consumption of films and games moves from ownership of physical (DVDs and CDs) to online streaming services and a resulting loss of cost recovered income.

For these reasons, I propose the reappointment of the current Deputy for a second term.

I would appreciate receiving your concurrence with my intended recommendation by **12 July 2024**. If you wish to discuss this matter further, or receive any additional information, please contact my private secretary, 9(2)(a) at 9(2)(a)

Yours sincerely,

A handwritten signature in black ink, appearing to be 'Bv' with a long, sweeping flourish extending upwards and to the right.

Hon Brooke van Velden
Minister of Internal Affairs

Document 2

From: [Nick Vincent](#)
To: 9(2)(a)
Cc: [Jeremy Cauchi](#); [Ministerial Correspondence](#); [James Taaffe](#)
Subject: IA20245104 - Classification Office - Proposed reappointment of the Chief Censor
Date: Tuesday, December 10, 2024 9:53:50 AM
Attachments: [IA20245104 - Classification Office - Proposed reappointment of the Chief Censor.docx](#)
[IA20245104 - Appendix A - Draft Appointments Paper for the Chief Censor.docx](#)
[IA20245104 - Appendix B - Concurrence letter to Hon Nicola Grigg.docx](#)
[IA20245104 - Appendix B - Concurrence letter to Hon Paul Goldsmith.docx](#)

Hi 9(2)(a)

Attached is a briefing seeking the Minister's decision on the reappointment of the Chief Censor for a second term. The timeframe for a decision is 20 Jan 25.
Also attached are letters from the Minister to Ministers Goldsmith and Griggs seeking their concurrence to the reappointment if she decides to reappoint the Chief Censor.

Please let me know if you need hard copies or more information.

Nga mihi

Nick

Internal Affairs briefing

Hon Brooke van Velden
Minister of Internal Affairs

Title: **Classification Office - Proposed reappointment of the Chief Censor**
Date: 10 December 2024

Key issues	
<p>The term of the Chief Censor, Caroline Flora, expires on 19 July 2025. There is no provision in the Films, Videos, and Publications Classification Act for the Chief Censor to continue in the role once the term expires, unless reappointed by the Minister.</p> <p>The Chief Censor appointment is one of the most significant statutory appointments in your portfolio. To source candidates with the necessary background and psychological resilience, the process has required executive search advertising, a rigorous interview process, and stringent psychometric and aptitude testing.</p> <p>Ms Flora is performing very well in the role. She has managed the Office of Film and Literature Classification (the Office) with prudence and an appropriate public profile, while also ensuring financial sustainability and has enabled the Office to meet its statutory obligations amid rapid changes in the way content is accessed and consumed.</p> <p>An early decision on whether you wish to reappoint Ms Flora is needed to follow sufficient time for a thorough search process if you decide not to reappoint and to seek new candidates.</p> <p>The Department recommends that you reappoint Ms Flora as this would provide strategic and operational stability for the Classification Office. If you determine to seek new candidates, the Department will commence the process to appoint a new Chief Censor.</p>	
Action sought	Timeframe
Agree to reappoint Caroline Flora as the Chief Censor; or Advise the Department to commence a process to identify and appoint a new Chief Censor before 19 July 2025.	20 January 2025

Contact for telephone discussions (if required)

Name	Position	Contact Number	Suggested 1 st contact
James Taaffe	Manager, Monitoring and Appointments	027 629 6731	✓
Nick Vincent	Senior Advisor, Ministerial and Monitoring	nick.vincent@dia.govt.nz	
Return electronic document to:		Nick Vincent nick.vincent@dia.govt.nz	
Cohesion document reference		T5VDXFP5TAD4-1231023124-87	
Ministerial database reference		IA20245104	

Purpose

1. The term of the Chief Censor expires on 19 July 2025.
2. This briefing seeks your agreement to either reappoint the current Chief Censor, Ms Caroline Flora, or commence a process to appoint a new Chief Censor. Your early indication is requested as the process for appointment for this position typically takes a substantial length of time.


The Chief Censor is a statutory officer established under the Films, Videos, and Publications Classification Act 1993 (the Act)

3. The Chief Censor is appointed by the Governor-General, on your recommendation, with the concurrence of the Minister of Justice and the Minister for Women. The appointment is for up to three years and the Chief Censor may be reappointed. Remuneration is set by the Remuneration Authority.
4. The Chief Censor holds office as chairperson of the Board of the Office of Film and Literature Classification (the Office). The Chief Censor is also the Chief Executive of the Office of Film and Literature Classification Office. The role has responsibility for allocating duties and responsibilities among staff, and ensuring the Office has sound strategic direction, financial performance, and operational conduct. The Chief Censor has additional functions under the Act, including granting the public leave to submit an unclassified publication for classification, allowing previously classified publications to be given a new classification, “calling in” unclassified publications to be classified, and granting exemptions upon request.
5. The Act has no provision for the Chief Censor to continue in the role once their term expires unless reappointed by the Minister. The Act also does not allow for an Acting Chief Censor. The Deputy Chief Censor would assume the Chief Censor’s responsibilities if an appointment has not been completed by 19 July 2025.

The current Chief Censor may be reappointed and we recommend you do so




6. The current Chief Censor, Caroline Flora, was appointed 20 July 2022 for the standard three year term.
7. Ms Flora has degrees in science, psychology and law, and has held senior public sector leadership positions. Before her appointment as the Chief Censor, Ms Flora was the Associate Deputy Director General of System Strategy and Performance at the Ministry of Health. She has worked for most of her career in policy and service delivery in areas of preventing harm, including family violence and child protection. (We can provide more information on her professional background if you wish).
8. Ms Flora is highly skilled in operational leadership, which she demonstrated most recently in the restructure of the Office to ensure its operational and financial sustainability. She has built strong, productive, and collaborative relationships with sector leaders, and is well regarded in New Zealand and internationally. She has a well-developed understanding of the complexities involved in managing the balance of freedom of expression and harm prevention across the two primary functions of the office: making determinations on illegal objectionable material and tackling violent extremism online, and age and content classification of publications.
9. 9(2)(g)(i)

9(2)(g)(i)



A new Chief Censor could bring a fresh perspective to the role, but comes with risk

10. 9(2)(g)(i)

13. The Department recommends that you reappoint Ms Flora for a second three-year term as Chief Censor.

Next steps

14. If you agree to reappoint Ms Flora, a draft Cabinet paper for your feedback prior to Ministerial consultation in 2025 is attached as **Appendix A**. Once we have received your feedback on the paper we will provide an updated paper and all of the supporting documents required to complete the appointment.
15. If you decide to reappoint Ms Flora you will need to seek the concurrence of the Minister of Justice and the Minister for Women to the reappointment. Draft letters to the Ministers are attached as **Appendix B**.
16. The appointment would take effect from 20 July 2025.
17. If you wish to consider a new Chief Censor, the Department will commence the appointment process immediately, to ensure a decision is made before July 2025.

Recommendations

18. We recommend that you:

EITHER

- | | | |
|----|--|---------------|
| a) | agree to reappoint the Chief Censor, Caroline Flora, for a second term from 20 July 2025; | Yes/No |
| b) | advise any feedback on the draft Cabinet paper; and | Yes/No |
| c) | sign and send the concurrence letters to the Minister of Justice and the Minister for Women (Appendix B); | Yes/No |

OR

- | | | |
|----|--|---------------|
| d) | direct the Department of Internal Affairs to commence the process to identify and appoint a new Chief Censor. | Yes/No |
|----|--|---------------|



Jeremy Cauchi
Director, Ministerial and Monitoring

Hon Brooke van Velden
Minister of Internal Affairs

/ /

Appendix A: Draft Cabinet Appointments and Honours Committee Paper

Appendix B: Concurrence Letters to the Minister of Justice and the Minister for Women

In Confidence

Office of the Minister of Internal Affairs

Chair, Cabinet Appointments and Honours Committee

Office of Film and Literature Classification: Chief Censor Reappointment

Proposal

- 1 This paper outlines my intention to recommend to the Governor-General that she appoint Caroline Flora as the Chief Censor of the Office of Film and Literature Classification (the Classification Office) for a second three-year term commencing on 20 July 2025 and expiring on 19 July 2028.

Background

- 2 The Classification Office is established under the Films, Videos, and Publications Classification Act 1993 (the Classification Act). Its role is to classify publications such as films, books or computer files which may need to be restricted or banned, and to provide information about classification decisions and the classification system.
- 3 The Classification Office is an independent Crown entity under the Crown Entities Act 2004 (the CEA), funded by a mix of Crown and third-party revenue.
- 4 The Chief Censor, together with the Deputy Chief Censor, has a range of duties, functions and powers under the Classification Act. Both the Chief Censor and Deputy Chief Censor roles are full-time positions as the Chief Executive and the Deputy Chief Executive of the Classification Office.
- 5 The Chief Censor and Deputy Chief Censor form the Board of the Classification Office. For the purposes of the CEA, the Chief Censor is the Chairperson of the Board.
- 6 In her role as the Chief Censor Ms Flora is the chief executive of the Classification Office and is responsible for allocating duties and responsibilities among staff.
- 7 The Chief Censor performs a number of additional functions under the Act, including the power to:
 - Grant members of the public leave to submit an unclassified publication for classification
 - Allow previously classified publications to be submitted in order to be given a new classification
 - 'Call in' an unclassified publication in order for it to be classified (this is usually the result of complaints from members of the public).

- Grant an exemption (upon request) from a classification restriction - for example a school teacher showing a restricted film to students

Comment

Membership of the Classification Office

8 The current membership of the Classification Office is shown below:

Role	Member	First appointed	Term ends
Chief Censor	Caroline Flora	20 July 2022	19 July 2025
Deputy Chief Censor	Rupert Ablett-Hampson	4 October 2021	4 October 2027

Process for appointing the Chief Censor

9 The Chief Censor is appointed by the Governor-General on the recommendation of the Minister of Internal Affairs, acting with the concurrence of the Minister for Women and the Minister of Justice, under section 80(1) of the Classification Act and section 28 of the CEA. Appointments are for up to three years and an individual can be reappointed.

Skills and experience needed by the Chief Censor

10 Section 80(3) of the Act states that when recommending appointments, I must have regard to a candidate's personal attributes, and also *"take into account... the person's knowledge of or experience in the different aspects of matters likely to come before the Classification Office."* I have taken these matters into account when deciding to recommend Ms Flora's reappointment rather than running an appointment round.

Why reappoint the Chief Censor

11 The work of the Classification Office is complex and challenging involving as it does the balancing of freedom of expression and the prevention of harm for all New Zealanders.

12 Rapid changes in film, video, games and print production, distribution, and consumption brought about by technological developments further complicate this work and mean that it is important that people with the right mix of skills and experience are appointed to manage the Classification Office. I believe that from her work in, and prior to joining, the Classification Office Ms Flora has these skills.

13 My view is that Ms Flora has provided strong demonstration of the skills and leadership needed to succeed as Chief Censor in both the governance and management aspects of the role. Importantly, she has put the Classification Office in a more sustainable financial position despite falling revenues due to lower volumes of physical media being classified, and is well positioned to continue to manage cost pressures while still delivering on the statutory functions of the Classification Office.

- 14 I am also confident that she has a strong understanding of the inherent risks of censorship and the value of freedom of expression, and that the Classification Office's decision-making and public profile has not overstepped its mandate in her time in role. Ms Flora is also a skilled relationship manager who is respected domestically and internationally.
- 15 In summary I am of the view that a recruitment process (conducted within time and cost constraints to be completed by July 2025) would probably not deliver a better skill set than Ms Flora's. Ms Flora has the knowledge and skills needed to lead the Classification Office's implementation of key priorities and has the intellectual and conceptual strength to understand the complexity of its current and future challenges.
- 16 A Candidate CV Form is attached as **Appendix B**.

Representativeness of reappointment

- 17 I am satisfied that the reappointment of Ms Flora will provide for a well-balanced Board in terms of gender, age, ethnicity and geographic representation, and an appropriate mix of skills and experience.

Remuneration

- 18 Under section 47(1)(b)(i) of the CEA, remuneration is set by the Remuneration Authority.

Appointment process and consultation

- 19 The appointments of the Chief and Deputy Chief Censor are made by the Governor-General on the recommendation of the responsible minister.
- 20 As required under the Classification Act, I have obtained the concurrence of the Minister of Justice and the Minister for Women. I have also consulted with Ministerial colleagues and have considered any feedback received.

Conflicts of interest

- 21 I 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.

Communications

- 22 A press statement will be issued once the reappointment has been approved and Ms Flora has been notified.

Recommendation

- 23 It is recommended that the Committee note my intention to recommend the Governor-General appoint Ms Caroline Flora as the Chief Censor for a further

three-year term of office commencing on 20 July 2025 and expiring on 19 July 2028.

Authorised for lodgement

Hon Brooke van Velden
Minister of Internal Affairs

Appendix A Organisation Form

APH Organisation Form

Organisation and Responsible Portfolio

Office of Film and Literature Classification (Internal Affairs)

Brief Outline of the Functions and Responsibilities of the Organisation

The Office of Film and Literature Classification (the Office) is established under the Films, Videos, and Publications Classification Act 1993 to examine and classify publications including films, videos, books, magazines, sound recordings and computer-based material. The Office has a statutory monopoly on the classification of publications in New Zealand. It is a Crown entity, funded by a mix of Crown and third-party revenue.

Current Membership

Name	Gender Identity*	Region	Ethnicities (and Iwi if applicable)	Date of original appointment	Expiry date of present term
Caroline Flora (Chief Censor)	F	Wellington	European New Zealander/ Pākehā	20 July 2022	19 July 2025
Rupert Henry Edward Ablett-Hampson (Deputy Chief Censor)	M	Wellington	Welsh	4 October 2021	4 October 2027

Date: 27/5/2024

Appendix B Candidate CV Form

Candidate CV Form

Name	Caroline FLORA
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The Position

Organisation/Entity	Office of Film and Literature Classification
Position	Chief Censor
Term	Three-year term
Payment	Remuneration is determined by the Remuneration Authority

How the Candidate Meets the Needs of the Position

Skills and attributes the candidate will bring to the position	<ul style="list-style-type: none"> • Management experience • Legal training • Strong interpersonal and leadership skills • strong financial management, • positive stakeholder engagement • strong media presence
Possible conflicts of interest	Ms Flora has not declared any conflict of interests.
Proposals for conflict management	Ms Flora has agreed to promptly declare any actual or potential conflict of interest or probity issues to the Minister of Internal Affairs, who will decide how the conflict or probity issue can best be managed. In the event that a conflict or probity issue cannot be managed, Ms Flora is aware that the Minister of Internal Affairs may reconsider Ms Flora's suitability for continuing in the role of Chief Censor.

The Candidate

Name	Caroline FLORA
Address	Wellington
Ethnicity	New Zealand European / Pākehā
Age range	41-50
Gender	F
Current or most recent Employment	Chief Censor, Classification Office
Government board appointments held	Classification Office
Private and/or voluntary sector board appointments held	Board member, Wellington Women's Health Collective
Qualifications and experience	<p><i>Qualifications</i></p> <ul style="list-style-type: none"> • Leadership in Practice, Learning Development Centre (2019) • Management Essentials Foundation Programme, Learning Development Centre (2015) • Master of Laws (with distinction), University of Otago (2008) • Post Graduate Diploma in Child Advocacy, University of Otago (2008) • Professional Legal Studies, College of Law (2007) • Bachelor of Science, University of Otago (2006) • Bachelor of Laws, University of Otago (2006) <p><i>Employment experience</i></p> <ul style="list-style-type: none"> • Chief Censor, Classification Office (2022 to present) • Associate Deputy Director-General System Strategy and Policy, Ministry of Health (2021 to 2022) • Group Manager Population Outcomes / Family and Community Health Policy, Ministry of Health (2017–2021) • Principal Advisor to the Police Executive (2017) • Ministry of Health Representative, Investing in Children Programme (2015–2016) • Programme Manager Children's Action Plan, Ministry of Health (2014–2017) • Senior Portfolio Manager, Ministry of Health (2013–2014) • Nordic Procurement Specialist, Nespresso (2012–2013)

	<ul style="list-style-type: none">• Team Coordinator National Family Safety Team, New Zealand Police (2011–2012)• Independent Contractor based in Norway (2011)• Portfolio Manager, Ministry of Health (2009–2011)• Agreements Administrator, Ministry of Health (2009)• Research Assistant, Faculty of Law, University of Otago (2008–2009)• Law Clerk to Judith Ablett-Kerr QC (2007) <p><i>Professional memberships</i></p> <ul style="list-style-type: none">• To be confirmed. <p><i>Awards</i></p> <ul style="list-style-type: none">• Faculty of Law Summer Research Scholarship, University of Otago (2008)
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Date: 09/12/2024

Hon Nicola Grigg
Minister for Women
N.Grigg@ministers.govt.nz

Dear Nicola,

I am the appointing Minister for the Chief Censor role and am seeking concurrence from you for the reappointment of the current Chief Censor, Caroline Flora for a second three-year term.

Under section 80(1) of the Films, Videos and Publications Classification Act 1993 (the Act), appointments of the Chief Censor and the Deputy Chief Censor to the Office of Film and Literature Classification (the Classification Office) are made by the Governor-General on my recommendation, after receiving concurrence from the Minister of Justice and the Minister for Women.

I support the reappointment of Ms Flora for a second three-year term and am asking for your concurrence with her appointment, in order to recommend her appointment to the Governor-General.

The current statutory membership of the Classification Office is:

Name	Title	Original appointment	Current term expires
Caroline Flora	Chief Censor	20 July 2022	19 July 2025
Rupert Ablett-Hampson	Deputy Chief Censor	4 October 2021	4 October 2027

Before her appointment as the Chief Censor she was the Associate Deputy Director General of System Strategy and Performance at the Ministry of Health. Ms Flora was previously the Group Manager, Principal Advisor, and Programme Manager at the Ministry of Health and New Zealand Police.

Ms Flora has worked for most of her career in policy and service delivery in areas of preventing harm, including family violence and child protection. She has led complex and sensitive policies, such as the End of Life Choice Act 2019.

In her first term in the role, Ms Flora has made substantial improvements to the way the Office operates, the quality of the Office's decisions, and the overall reputation of

the Office. Importantly, she has the skills and strategic capability that will continue to be needed over the next period of appointment to manage cost pressures without disrupting delivery obligations. I have confidence that the Office is being managed to avoid the risk of over-reach into freedom of expression, and to maintain an appropriate public profile that reflects the status and constraints of the role of the Chief Censor.

For these reasons, I propose the reappointment of the current Chief Censor for a second term.

I would appreciate receiving your concurrence with my intended recommendation by 30 January 2025. If you wish to discuss this matter further, or receive any additional information, please contact my private secretary, ^{9(2)(a)} at

^{9(2)(a)}

Yours sincerely,

Hon Brooke van Velden
Minister of Internal Affairs

Hon Paul Goldsmith
Minister of Justice
P.Goldsmith@ministers.govt.nz

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I support the reappointment of Ms Flora for a second three-year term and am asking for your concurrence with her appointment, in order to recommend her appointment to the Governor-General.

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Name	Title	Original appointment	Current term expires
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Rupert Ablett-Hampson	Deputy Chief Censor	4 October 2021	4 October 2027

Before her appointment as the Chief Censor Ms Flora was the Associate Deputy Director General of System Strategy and Performance at the Ministry of Health. She was previously the Group Manager, Principal Advisor, and Programme Manager at the Ministry of Health and New Zealand Police.

Ms Flora has worked for most of her career in policy and service delivery in areas of preventing harm, including family violence and child protection. She has led complex and sensitive policies, such as the End of Life Choice Act 2019.

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Yours sincerely,

Hon Brooke van Velden
Minister of Internal Affairs

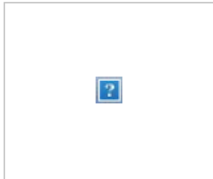
Document 7

From: 9(2)(a)
To: Nick Vincent
Cc: Jeremy Cauchi; Ministerial Correspondence; James Taaffe
Subject: RE: IA20245104 - Classification Office - Proposed reappointment of the Chief Censor
Date: Tuesday, December 10, 2024 3:53:10 PM

Many thanks Nick, will do our best to get this signed by due date 20Jan.

Kind regards

9(2)(a)



9(2)(a)

– Internal Affairs | Office of Hon Brooke van Velden
Minister of Internal Affairs
Minister for Workplace Relations
MP for Tāmaki

9(2)(a)

Website: www.Beehive.govt.nz
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

Authorised by Hon Brooke van Velden, Parliament Buildings, Wellington

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From: Nick Vincent <Nick.Vincent@dia.govt.nz>

Sent: Tuesday, 10 December 2024 9:52 AM

To: 9(2)(a)

Cc: Jeremy Cauchi <Jeremy.Cauchi@dia.govt.nz>; Ministerial Correspondence <Minicorr@dia.govt.nz>; James Taaffe <James.Taaffe@dia.govt.nz>

Subject: IA20245104 - Classification Office - Proposed reappointment of the Chief Censor

Hi 9(2)(a)

Attached is a briefing seeking the Minister's decision on the reappointment of the Chief Censor for a second term. The timeframe for a decision is 20 Jan 25.

Also attached are letters from the Minister to Ministers Goldsmith and Griggs seeking their concurrence to the reappointment if she decides to reappoint the Chief Censor.

Please let me know if you need hard copies or more information.

Nga mihi

Nick



19 DEC 2024

Hon Nicola Grigg
Minister for Women
N.Grigg@ministers.govt.nz

Dear Nicola,

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I support the reappointment of Ms Flora for a second three-year term and am asking for your concurrence with her appointment, in order to recommend her appointment to the Governor-General.

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Before her appointment as the Chief Censor she was the Associate Deputy Director General of System Strategy and Performance at the Ministry of Health. Ms Flora was previously the Group Manager, Principal Advisor, and Programme Manager at the Ministry of Health and New Zealand Police.

Ms Flora has worked for most of her career in policy and service delivery in areas of preventing harm, including family violence and child protection. She has led complex and sensitive policies, such as the End of Life Choice Act 2019.

In her first term in the role, Ms Flora has made substantial improvements to the way the Office operates, the quality of the Office’s decisions, and the overall reputation of

the Office. Importantly, she has the skills and strategic capability that will continue to be needed over the next period of appointment to manage cost pressures without disrupting delivery obligations. I have confidence that the Office is being managed to avoid the risk of over-reach into freedom of expression, and to maintain an appropriate public profile that reflects the status and constraints of the role of the Chief Censor.

For these reasons, I propose the reappointment of the current Chief Censor for a second term.

I would appreciate receiving your concurrence with my intended recommendation by 30 January 2025. If you wish to discuss this matter further, or receive any additional information, please contact my private secretary, ^{9(2)(a)} [REDACTED] at ^{9(2)(a)} [REDACTED]

Yours sincerely,

A handwritten signature in blue ink, appearing to be 'BW' or similar initials, written in a cursive style.

Hon Brooke van Velden
Minister of Internal Affairs

Talking points

Proposed appointment of Caroline Flora

- I propose to recommend to the Governor-General that she appoint Caroline Flora to the role of Chief Censor for a second three-year term of office to start on the date of appointment.
- Ms Flora has degrees in science, psychology and law and is legally qualified and has held senior, public sector leadership positions. Before her appointment as the Chief Censor she was the Associate Deputy Director General of System Strategy and Performance at the Ministry of Health. She has previously been the Group Manager, Principal Advisor, and Programme Manager at the Ministry of Health and New Zealand Police.
- Ms Flora She has worked for most of her career in policy and service delivery in areas of preventing harm, including family violence and child protection. She has led complex and sensitive policies, such as the End of Life Choice Act 2019.
- Ms Flora is highly skilled in operational leadership, which she demonstrated most recently in the areas of strategy, policy and operations in her work to restructure the Classification Office to ensure it operates within budget.
- Ms Flora enjoys people leadership, and her strength is in building and maintaining strong relationships.

The appointment process and remuneration

- When first appointed Ms Flora was selected as the recommended candidate via a public call for expressions of interest. She was interviewed by a panel of senior officials and has completed psychometric testing, including an assessment of her resilience. This is a critical consideration given the nature of the content seen by the Chief Censor.
- Remuneration for the Chief Censor is determined by Remuneration Authority.

The role of the Chief Censor

- The Chief Censor is a full-time role and has a range of duties, functions and powers under the Films, Videos and Publications Classification Act 1993, primarily in respect of what publications may be submitted for classification by the Classification Office, and under what conditions.
- The Chief Censor is Chief Executive of the Classification Office and, for the purposes of the Crown Entities Act 2004, they are also the Chair of the Board.
- I believe Ms Flora will continue to bring the necessary experience and skills to lead and manage the Classification Office and build and grow trusted relationships across the sector.

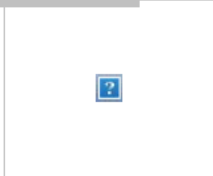
From: 9(2)
To: 9(2)(a)
Subject: RE: NGCOR875 Chief Censor role
Date: Monday, January 6, 2025 3:17:39 PM

Kia ora 9(2)(a)

Hon Grigg, Minister for Women, concurs with the reappointment of Ms Flora as Chief Censor. Could you please let me know if you need a formal letter from Minister Grigg or if this email will suffice?

Many thanks,

9(2)(a)



9(2)(a)

Ministry (Women) | Office of Hon Nicola Grigg
Minister of State for Trade, Minister for Women, Associate Minister of Agriculture
MP for Selwyn

M: 9(2)(a)
Email: 9(2)(a)
Website: www.beehive.govt.nz
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

From: Brooke van Velden (MIN)
Sent: Thursday, 19 December 2024 10:03 AM
To: Nicola Grigg (MIN)
Subject: NGCOR875 Chief Censor role

Dear Hon Grigg

Please find attached correspondence from Minister van Velden regarding the Chief Censor reappointment.

Merry Christmas!

Kind regards

9(2)(a)



9(2)(a)

– Internal Affairs | Office of Hon Brooke van Velden
Minister of Internal Affairs
Minister for Workplace Relations
MP for Tāmaki
Email: 9(2)(a) **Website:** www.beehive.govt.nz
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

Authorised by Hon Brooke van Velden, Parliament Buildings, Wellington

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29 JAN 2025

Hon Brooke van Velden
Minister of Internal Affairs
B.VanVelden@ministers.govt.nz

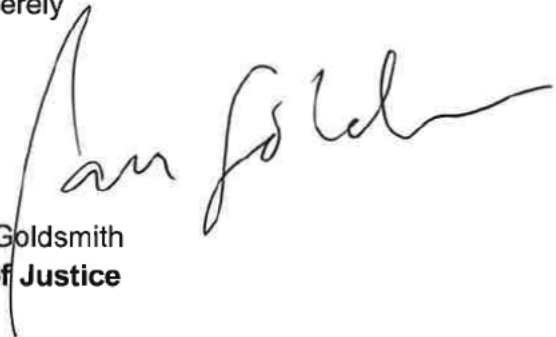
Dear Brooke

Chief Censor – Reappointment

Thank you for your letter of 19 December proposing the reappointment of Carolina Flora for a further three-year term as Chief Censor.

I have noted your comments regarding Ms Flora's background and the contribution she has made during her first term. Accordingly, I am happy to confirm my support for her reappointment to the position.

Yours sincerely


Hon Paul Goldsmith
Minister of Justice

Nick Vincent

From: Nick Vincent
Sent: 17 March 2025 15:05
To: 9(2)(a)
Subject: RE: Chief Censor Gazette notice

Great, thanks very much. I filed the hardcopies away safe and sound.

Nick

From: 9(2)(a)
Sent: 17 March 2025 11:07
To: Nick Vincent <Nick.Vincent@dia.govt.nz>
Subject: RE: Chief Censor Gazette notice

Morning Nick,

Happy to let you know, I called Caroline on Friday and emailed her the docs. She was delighted. I wandered over to the Office and gave Jeremy the hardcopies of everything.

For your information the PR will be today most likely.

9(2)(a)



9(2)(a)
Internal Affairs Private Secretary | Office of Hon Brooke van Velden
Minister of Internal Affairs
Minister for Workplace Relations
MP for Tāmaki

9(2)(a) Website: www.Beehive.govt.nz
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

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From: Nick Vincent <Nick.Vincent@dia.govt.nz>
Sent: Monday, 17 March 2025 11:02 AM
To: 9(2)(a)
Subject: Chief Censor Gazette notice

Hi 9(2)(a)

The Chief Censor Gazette notice was published on Friday (when I don't work). Can you give us a heads up before the press release is made so that Caroline can tell her staff in advance?

Nick

Nick Vincent | Senior Policy Analyst

Ministerial and Monitoring

Policy and Te Tiriti

Department of Internal Affairs | Te Tari Taiwhenua

45 Pipitea Street | PO Box 805, Wellington 6140, New Zealand | www.dia.govt.nz

9(2)(a)



Please note I work Monday to Thursday

From: [REDACTED]
Sent: Monday, 10 February 2025 1:53 PM
To: [REDACTED]
Subject: RE: Ministerial consultation: appointment of the chief censor

Hi Abby,

No comments from New Zealand First.

Thanks,



[REDACTED] Ministerial Advisor | Office of Rt Hon Winston Peters
Deputy Prime Minister | Minister of Foreign Affairs | Minister for Racing | Minister for Rail | Leader of New Zealand First
7.1 EW, Parliament Buildings, Wellington 6160, New Zealand
[REDACTED]

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From: [REDACTED]
Sent: Thursday, 30 January 2025 12:23 PM
To: [REDACTED]
[REDACTED]
Cc: [REDACTED]
Subject: Ministerial consultation: appointment of the chief censor

Kia ora,

The Minister of Internal Affairs intends to take the attached paper to APH on 18 February to reappoint the Chief Censor Caroline Flora.

This paper may be of interest to the ministers of Women, Justice (**concurrency required**), Māori Development, Pacific Peoples, Disability Issues, and Ethnic Communities.

Please provide any feedback by 10 February.

Kind regards,



[REDACTED]
Ministerial Advisor | Office of Hon Brooks van Velden
Minister of Internal Affairs
Minister for Workplace Relations and Safety
MP for Tairākei

From: [REDACTED]
Sent: Thursday, 30 January 2025 12:41 PM
To: [REDACTED]
Subject: RE: Ministerial consultation: appointment of the chief censor

Thanks Hamish!

From: [REDACTED]
Sent: Thursday, 30 January 2025 12:40 PM
To: [REDACTED]
Subject: RE: Ministerial consultation: appointment of the chief censor

Hi Abby,

Minister Goldsmith supports this – you should have received a letter confirming concurrence yesterday. No further feedback from us.

Thanks!
Hamish

From: [REDACTED]
Sent: Thursday, 30 January 2025 12:23 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: Ministerial consultation: appointment of the chief censor

Kia ora,

The Minister of Internal Affairs intends to take the attached paper to APH on 18 February to reappoint the Chief Censor Caroline Flora.

This paper may be of interest to the ministers of Women, Justice (**concurrence required**), Māori Development, Pacific Peoples, Disability Issues, and Ethnic Communities.

Please provide any feedback by 10 February.

Kind regards,



Ministerial Advisor | Office of Hon Brooke van Velden
Minister of Internal Affairs
Minister for Workplace Relations and Safety
MP for Tāmaki

From: [redacted]
Sent: Monday, 5 February 2025 4:26 PM
To: [redacted]
Subject: RE: Ministerial consultation APH: lottery distribution committees

Hi Abby,

No comments from New Zealand First.

Many thanks,


Ministerial Advisor | Office of Rt Hon Winston Peters
Deputy Prime Minister | Minister of Foreign Affairs | Minister for Racing | Minister for Rail | Leader of New Zealand First
7.4 EW, Parliament Buildings, Wellington 6160, New Zealand
[redacted]

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From: [redacted]
Sent: Wednesday, 22 January 2025 10:15 AM
To: [redacted]
Cc: [redacted]
Subject: Ministerial consultation APH: lottery distribution committees

Kia ora,

The Minister of Internal Affairs intends to take the attached paper to APH on 11 February to appoint 42 members to the lottery distribution committees.

This paper may be of interest to the Ministers of Sport and the Community and Voluntary Sector.

Please provide any feedback by **3 February**.

Kind regards,


Ministerial Advisor | Office of Hon Brooke van Velden
Minister of Internal Affairs
Minister for Workplace Relations and Safety
MP for Tairāhema