

Statutory and Other Offices Remuneration Tribunal

REPORT AND DETERMINATION FOR MR MALCOLM (MAL) LANYON APM IN THE ROLE OF COMMISSIONER OF POLICE, NSW POLICE FORCE PURSUANT TO SECTION 24P OF THE *STATUTORY AND OTHER OFFICES REMUNERATION ACT 1975*

Premier's Direction

- On 29 September 2025, the Statutory and Other Offices Remuneration Tribunal (**the Tribunal**) received a direction from the Premier, the Hon Chris Minns MP, pursuant to section 24P of the *Statutory and Other Offices Remuneration Act 1975*, (**SOOR Act**) to make a special 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 Mr Malcolm (Mal) Lanyon APM, in the role of Commissioner of Police for the NSW Police Force.
- Section 24P of the SOOR Act provides for the Premier 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.

- The Commissioner of Police for the NSW Police Force is a Public Service senior executive (**PSSE**) Band 4 – Secretary level. The determination already made in respect of PSSE Band 4 – Secretary Level is the Tribunal' 2025 Annual Determination provides the following remuneration package range:

Band	Per annum range
Band 4 – Secretary level	\$527,051 to \$608,850

- This Special Determination will alter the existing remuneration range for the role of Commissioner of Police to create parity with the above band remuneration paid to all other Band 4 Secretaries and is consistent with the 2025 Annual Determination and associated Special Determinations.

Background

5. The NSW Police Force is a government agency, with its mission, as set out in the *Police Act 1990* (**Police Act**) being to work with the community to reduce violence, crime and fear.
6. The NSW Police Force one of the largest police forces in the western world, with more than 20,000 NSW Police Force employees, including more than 18,000 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, under section 24 of the Police Act, by the Governor on the recommendation of the Minister responsible for the Police Act, and functions as the Chief Executive Officer of the NSW Police force. 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 reports to the Minister responsible for the Police Act and has 7 direct reports, including 4 direct reports at the level of Deputy 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; and
 - Working collaboratively with other NSW emergency agencies to plan, prepare and respond to incidents, emergencies, events and operations.
9. The Premier has advised that Mr Lanyon will commence the role of the Commissioner of Police for the NSW Police Force effective 1 October 2025.
10. The Premier has advised that it is appropriate that Mr Lanyon receive a total remuneration package equivalent to the other current altered remuneration packages in the Band 4 – Secretary level, being \$648,220 per annum.
11. Mr Lanyon is a veteran police officer who brings 38 years of experience within the NSW Police Force, including senior command positions across field operations and State Crime Command, most recently as the Deputy Commissioner for Metropolitan Field Operations. Mr Lanyon has played key leadership roles in major disaster response and recovery operations, most recently as Chief Executive Officer of the NSW Reconstruction Authority.
12. In determining appropriate remuneration, the Tribunal has had regard to the responsibilities of the role, current special determinations for Band 4 PSSEs, and Mr Lanyon's skills and experience.

13. In accordance with the Premier's direction, the Tribunal determines that Mr Lanyon, in the role of Commissioner of Police of the NSW Police Force shall receive a total remuneration package of \$648,220 per annum from the date of his appointment.
14. This Special 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 senior executive named in the determination. Consistent with the Premier's direction, this determination is personal to Mr Lanyon and is not a determination that applies to the role of the Commissioner of Police for the NSW Police Force.

Determination

Pursuant to section 24P of the *Statutory and Other Offices Remuneration Act 1975*, the Tribunal determines that the 2025 range of remuneration packages of Band 4 Public Service Senior Executives is altered to provide Mr Lanyon, in the role of Commissioner of Police for the NSW Police Force with a total remuneration package of \$648,220 per annum effective on and from 1 October 2025.

Band	Per annum range	
Band 4 – Secretary Level	\$527,051 to \$608,850	Mr Malcolm (Mal) Lanyon APM, Commissioner of Police: \$648,220 per annum

Statutory and Other Offices Remuneration Tribunal



The Hon. Michael Knight AO

Date: 29 September 2025