



13 August 2012

Iain Rennie
State Services Commissioner
PO Box 329
Wellington

Dear Mr Rennie,

I refer you to media reports today about a "minister's excellence award" which Minister for ACC, Judith Collins, is about to introduce for staff of the crown entity the Accident Compensation Corporation.

According to the media reports the Minister intends to confer a regular award on Corporation staff based on "good news" reports she receives from Corporation management and letters she receives from claimants.

I am concerned about the erosion of the important distinction between the Minister's role in giving guidance and direction to the board of the Corporation, and the Corporation's role in acting as the employer of its staff. The Minister is not the employer and should not be interfering in the management of staff, including in recognition and reward systems.

I accept that it is possible that the real decision-maker on recipients of these "minister's awards" is senior management of the Corporation, but that is not what the publicly available information suggests, and in any event if this is the way the "minister's award scheme" is intended to work, it will almost certainly have a demotivating effect.

I request that you inquire into the ACC Minister's employee award scheme and advise whether it meets the requirements of employee management rules in the state sector.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'A. Little'.

 **Andrew Little**
Labour Member of Parliament

Andrew Little, Labour Member of Parliament
Labour Spokesperson for ACC
Parliament Buildings
Wellington

P 64 4 817 9024 M +64 4 027 551 3476

andrew.little@parliament.govt.nz \ [facebook.com/Andrew Little, MP](https://www.facebook.com/AndrewLittleMP)