

15 June 2016

Ms P A Hamill

Via email: fyi-request-4100-ea280835@requests.fyi.org.nz

Dear Ms Hamill

Official Information Act Request

Thank you for your email of 3 June 2016 requesting the following information:

ACC staff pay bands are reviewed annually against the market rate, and may be increased to maintain alignment with comparable roles in market.

1. What is the R3 terms mentioned in the remuneration and performance policy?
2. Why are the pay bands mentioned in the policy different for those who accept the R3 offer?
3. What are the set objectives and competencies set out at the beginning of the performance year for a case manager are they individually worked out for each case manager or ACC position or is there a one size fits all list of objectives. Please list them for a case manager who is:
 - a) based in SCU
 - b) based in a branch such as Christchurch, Nelson, Alexandra etc
 - c) based in the remote claims unit
 - d) based in the Wellington central Branch (intricate claims)
4. What is the five point scale that is used, which is known as the Performance Development Cycle? Please list the points of the scale.
5. What is the required standard a case manager has to meet to be eligible to receive the performance based pay increase mentioned?
6. Please supply copies of the performance year pay tables for case managers for the 2015/16 year
7. Performance rewards as mentioned in the remuneration and performance policy for those who have accepted the R3 offer are made by way of base salary increases,

lump sum payments or a combination of the PIR. What specifically are the lump sum payments made for and what criteria in the PIR do case managers have to meet to receive a lump sum payment.

ACC is working on your request and will be in touch with you as soon as possible, and certainly by 4 July 2016.

If you have any questions I will be happy to work with you to resolve these. I can be contacted via email at GovernmentServices@acc.co.nz.

Yours sincerely

Government Services
Government Services