



## Board Meeting Minutes

<b>Meeting Details</b>	9:00am – 1:00pm, Friday 21 March 2025, Online via Teams
<b>Board Attendees</b>	Tracey Batten (Chair), David Hunt (Deputy Chair), Dan Buckingham (until 10:00am), Mark Cross, Jan Dawson, Kim Gordon, Helen Nott and Bella Takiari-Brame
<b>Executive Attendees</b>	Megan Main (CE), Stewart McRobie (DCE Corporate and Finance), Andy Milne (DCE Strategy Engagement and Prevention), Michael Frampton (DCE Service Delivery), Chris Ash (Acting DCE System Commissioning & Performance), Paul Dyer (Chief Investments Officer)
<b>Other Attendees</b>	[Name withheld] (Secretary), 3.1 [Name withheld], 3.2 and 6.2 [Name withheld], 3.2 [Name withheld] and [Name withheld], 6.2 [Name withheld], [Name withheld], [Name withheld], [Name withheld], [Name withheld], and 7.1.1 [Name withheld]
<b>External Attendees</b>	7.1.1 Willis Towers Watson: [Name withheld] and [Name withheld]
<b>Apologies</b>	

### Item

The Board meeting started at 9:00am with all Board Members present.

<b>1.</b>	<b>Board Only Time</b>
1.1.	<b>Board Only Session</b> The Board discussed the Independent Culture Review of ACC in Board Only time together with the letters received from the Minister for ACC.

Megan Main joined the meeting at 10:00am.

1.2.	<b>CE Only Session (including CE's Report)</b> Megan Main introduced the report. The Board <b>noted</b> the report and the commencement of work to define the future state for the rehabilitation system in preparation for the expected inclusion of a 5-year financial sustainability target to be included in the Minister's Letter of Expectations when that is received. The Board and CE discussed the need to ensure sufficient organisational bandwidth to manage and respond to multiple external reviews, all due to report around the same time, and what could be paused or deferred.
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Dan Buckingham left the meeting at 10:00am. The Board took a short break at 10:50am. Stewart McRobie, Andy Milne, Michael Frampton, Chris Ash, Paul Dyer and [Name withheld] joined the meeting at 11:00am.

<b>2.</b>	<b>Meeting Opening</b>
2.1.	<b>Karakia</b> The Chair opened the meeting and discussed the Independent Culture Review announced the previous day.
2.2.	<b>Welcome, Apologies and Interests</b> The Board Chair noted that Dan Buckingham had to leave the meeting at 10:00am. The Board <b>reviewed</b> the Register of Key Interests.



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2.3.	<b>Previous Minutes (28 January)</b> The Board <b>approved</b> the 11 February with minor edits and the 25 February (OOC) minutes.
2.4.	<b>Actions List</b> The Board <b>noted</b> the Actions list and asked that the current Accredited Employer Programme (AEP) actions be closed, and a new one created summarising the key issues for the deep dive in October 2025.
[Name withheld] joined the meeting at 11.10am.	
<b>3.</b>	<b>Improve Rehabilitation Performance</b>
3.1.	<b>Monthly Rehabilitation Performance update</b> Michael Frampton introduced the update. The Board discussed: <ul style="list-style-type: none"><li>• Providing more information through performance reporting on operational lead indicators, which may take a while to be seen in the headline performance data but do show that better outcomes are being achieved for clients. A slide pack on ACC's rehabilitation narrative will be loaded for Members into the Diligent Resource Centre.</li><li>• While there has been an increase in the number of review applications, there has not been a shift in the proportion of review findings against ACC. Management is keeping a close eye on review volumes to ensure they remain as expected.</li><li>• The potential trade-off between the Average weekly compensation days paid measure and the Long-term claims pool growth rate, and the multiplier-effect on the OCL from the Long-term claims pool claims.</li><li>• Delivering better performance by becoming more efficient. Service Delivery has a large number of new staff, and the focus is on building capability, with better tools and better knowledge sharing to get these staff to full competency. There are opportunities for innovation that are underway.</li></ul> The Board <b>noted</b> the update.
[Name withheld] left the meeting at 11:30am and [Name withheld], [Name withheld] and [Name withheld] joined the meeting.	
3.2.	<b>Implementation of the TN decision</b> Andrew Milne and the Board Chair provided an update on [s 9(2)(f)(iv)]. Michael Frampton introduced the paper. The Board discussed: <ul style="list-style-type: none"><li>• This paper had come to the Board for awareness given the profile of the work and the complexity. The delegation for decision-making sits with the Chief Executive.</li><li>• Clients cannot receive loss of potential earnings as a lump sum.</li><li>• Further insight into the estimated \$3.6b strain on the OCL. The judgements made last year for the estimate will need to be revised, but all the variables for the calculation have not been evaluated yet.</li><li>• The pragmatic and measured approach that Management has taken to the implementation from a client perspective.</li></ul> The Board: <ul style="list-style-type: none"><li>• <b>Noted</b> the three groups of clients.</li><li>• <b>Noted</b> that clients in Group C who are receiving the 'better off' calculation (between LOE and LOPE), or who were assessed as an earner under the deemed date of injury, may no longer be</li></ul>



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	<p>eligible to receive weekly compensation when eligibility to that entitlement is based on the date mental injury was suffered.</p> <ul style="list-style-type: none"> <li>• <b>Discussed</b> the preferred approach for Group C which is to undertake reassessments for potentially impacted clients where a different date mental injury suffered is identified in the natural course of case management.</li> </ul>
<p>Andy Milne, Michael Frampton, [Name withheld] and [Name withheld] left the meeting at 11:30am.</p>	
4.	<b>Improve scheme access and experience for Māori and identified population groups</b>
5.	<b>Drive an injury prevention culture across Aotearoa New Zealand</b>
6.	<b>Deliver a capable and cost-effective ACC</b>
6.1.	<p><b>Monthly Finance Report</b></p> <p>Stewart McRobie noted that the main financial discussion will be the upcoming BEFU paper. The Board <b>noted</b> the report.</p>
<p>[Name withheld], [Name withheld], [Name withheld], [Name withheld], [Name withheld] and [Name withheld] joined the meeting at 11:30am.</p>	
6.2.	<p><b>Budget Approval and BEFU 2025</b></p> <p>Stewart McRobie introduced the paper. The Board had a wide-ranging discussion which focussed on:</p> <ul style="list-style-type: none"> <li>• The consistent methodology for investment returns’ variance and economic impacts on OCL. Management is confident that the right returns have been set in the forward-looking budget. The RAAC will have a deep dive on this in a future meeting.</li> <li>• The RAAC Chair noted that the Committee’s discussion had been captured in the paper to the Board and was happy to recommend the BEFU for Board approval.</li> <li>• The additional operating costs will enable changes to the way the organisation delivers the Scheme to achieve the Financial Sustainability Action Plan, but the outcomes of the delivery are not yet included in the budget as the approach has not yet been confirmed. This is part of the work programme with the Minister over the next few months and will be reflected in the narrative to Treasury. Management have already discussed the draft with Treasury officials.</li> </ul> <p>The Board:</p> <ul style="list-style-type: none"> <li>• <b>Noted</b> the forecasts are updated for year-to-date actual results and economic assumptions as at 28 February 2025.</li> <li>• <b>Approved</b> the Forecasts for 2024/25 to 2028/29; for submission to Treasury as ACC’s BEFU forecast subject to any amendments arising from the Board’s review.</li> <li>• <b>Approved</b> the 2025/26 Budget including \$10m capital expenditure.</li> </ul>
<p>[Name withheld], [Name withheld], [Name withheld], [Name withheld], Paul Dyer, [Name withheld], [Name withheld] and [Name withheld] left the meeting at 12:00pm.</p>	
6.3.	<p><b>Health Commissioning: Sexual Abuse Assessment and Treatment Service</b></p> <p>Chris Ash introduced the paper. The Board discussed the risk identified in the paper regarding the Health NZ restructure, which is a broader issue. However, there has been no specific indication that the contract would not be able to be progressed in accordance with the revised schedule.</p> <p>The Board:</p> <ul style="list-style-type: none"> <li>• <b>Approved</b> a new contract term for the Sexual Abuse Assessment and Treatment Service from 1 July 2025, for one year with 2 x one-year right of renewals, with an estimated whole of life cost of</li> </ul>



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	<p>\$43.8 million over 3 years. The funding for this service is covered by the existing SAATS appropriation.</p> <ul style="list-style-type: none"><li>• <b>Delegated authority</b> to the Chief Executive the related Procurement delegations set out in ACC's Corporate Delegations Schedule.</li><li>• <b>Noted</b> ACC will also seek a new contract term for the Education, Accreditation and Management service (EAMS) which supports delivery of SAATS. The funding for this service is covered by the existing SAATS appropriation and falls within the Deputy Chief Executive financial delegation.</li></ul>
<i>Stewart McRobie and Chris Ash left the meeting at 12:10pm.</i>	
<b>7.</b>	<b>Committee Updates and papers via Committees</b>
	<p>[Name withheld] and [Name withheld] (WTW) and [Name withheld] joined the meeting at 12:15pm and Paul Dyer rejoined the meeting.</p>
7.1.1	<b>Meeting with Investment External Review team (WTW)</b> <p>The team introduced themselves. The Board welcomed the opportunity that the review brings and valued the open and 'no surprises' approach the reviewers were taking. The discussion with the Board focused on:</p> <ul style="list-style-type: none"><li>• The Terms of Reference for the review.</li><li>• [s 9(2)(f)(iv)]</li><li>• [Redacted]</li><li>• [Redacted]</li></ul>
	<p>[Name withheld], [Name withheld], Paul Dyer, and [Name withheld] left the meeting at 12:45pm.</p>
7.1.	<b>Board Investment Committee</b> <p>Mark Cross updated the Board on the Board Investment Committee meeting held on 18 February and the impact of the uncertainty in the market.</p>
<b>8.</b>	<b>Other Business</b>
8.1.	<b>Board Work Programme</b> <p>The Board <b>noted</b> the work plan.</p>
8.2.	<b>Other Business</b>
<b>9.</b>	<b>Meeting Close</b>
9.1.	<b>Karakia</b>
	<p>The Board Chair closed the meeting with a karakia. Megan Main and [Name withheld] left the meeting at 12:55pm.</p>
<b>10.</b>	<b>Board Only Time</b>
10.1.	<b>Meeting Evaluation</b>