

16 July 2018



Dear [REDACTED]

### Official Information Request

Our ref: 2018/0098

I refer to your official information request received on 25 June 2018 for:

*"All paperwork, communications and briefings to government Ministers and any others concerned, relevant to the appointment of Lou Sanson by the then State Services Commissioner, Iain Rennie.*

*Please provide any other information exchanged by Iain Rennie with outside parties, that contributed to Mr Rennie appointing Mr Lou Sanson to this position as Director General of the Department of Conservation.*

*I am specifically interested in the correspondence from outside private parties who would have lobbied Mr Rennie to ensure that Mr Sanson was the person appointed to this role. The identifies of these people are important and they would have been aware that their lobbying was discoverable".*

### Information being released

Please find enclosed the following documents in response to the first part of your request:

Item	Date	Document Description and Title	Decision
1	24 July 2013	Cabinet Paper: Appointment: Chief Executive and Director-General of Conservation, Department of Conservation	Released in part
2	24 July 2013	Curriculum Vitae – Lewis Vernon Sanson	Released in full
3	24 July 2013	Position Description	Released in full
4	5 August 2013	Appointment Warrant	Released in full

We have decided to release the documents listed above, subject to information being withheld under section 9(2)(a) of the Official Information Act (OIA) – to protect the privacy of natural persons, including deceased people.

### Information being withheld

There are additional documents covered by your request that we have decided to withhold in full under the following sections of the OIA, as applicable:

- section 9(2)(f)(iv) – to maintain the current constitutional conventions protecting the confidentiality of advice tendered by Ministers and officials
- section 9(2)(a) – to protect the privacy of natural persons, including deceased people.

In making our decision, we have considered the public interest considerations in section 9(1) of the OIA and do not consider that the public interest outweighs the interest of maintaining confidentiality.

In response to the part of your request that asks for “*correspondence from outside private parties who have lobbied Mr Rennie to ensure that Mr Sanson was the person appointed to this role*” we are refusing your request under section 18(e) of the OIA on the grounds that the document alleged to contain the information requested does not exist.

If you wish to discuss this decision with us, please feel free to contact [Ministerial.Services@ssc.govt.nz](mailto:Ministerial.Services@ssc.govt.nz).

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Please note that we intend to publish this letter (with your personal details removed) and enclosed documents on the State Services Commission’s website.

Yours sincerely



Juanita Te Kani  
Director  
**State Services Commission**

IN CONFIDENCE

Office of the Minister of State Services

Chair  
Cabinet Appointments and Honours Committee

**Chief Executive and Director-General of Conservation, Department of Conservation**

- 1 The State Services Commissioner has forwarded to me as the Minister of State Services a recommendation for the appointment of Lewis Vernon Sanson to the position of Chief Executive and Director-General of Conservation, Department of Conservation.

**Recommendations**

- 2 I recommend that the Cabinet Appointments and Honours Committee:
  - 1 **accept** the recommendation of the State Services Commissioner to appoint Lewis Vernon Sanson to the position of Chief Executive and Director-General of Conservation, Department of Conservation
  - 2 **recommend** to the Cabinet that it authorise the submission of this recommendation and the attached curriculum vitae and warrant to the Governor-General in Council
  - 3 **note** that the State Services Commissioner will obtain the agreement of the Prime Minister and the Minister of State Services before finalising terms and conditions of employment with Mr Sanson.

*Christopher Furlan*

for Hon Dr Jonathan Coleman  
Minister of State Services

29/17/2013

IN CONFIDENCE



24 July 2013

Hon Dr Jonathan Coleman  
Minister of State Services

**Appointment: Chief Executive and Director-General of Conservation, Department of Conservation**

**Proposal**

- 1 I recommend that Mr Lewis Vernon Sanson be appointed to the position of Chief Executive and Director-General of Conservation, Department of Conservation (DoC) for a term of three years from 9 September 2013 to 8 September 2016. The shorter term is because DoC is undertaking a significant change programme, which will continue over the next three year period. The shorter term also recognises that this is Mr Sanson's first chief executive role in the Public Service.
- 2 Following the appointment of Al Morrison to the role of Deputy Commissioner, Corporate Centre at the State Services Commission, the role of Chief Executive and Director-General, DoC becomes vacant on 8 September 2013.
- 3 Mr Sanson is currently Chief Executive of Antarctica New Zealand, a position he has held since 2002. As part of this role, Mr Sanson is required to oversee a department that develops, manages and oversees all of New Zealand's activities in Antarctica and the Southern Ocean as well as collaborating with New Zealand's strategic partners in the wider New Zealand interest.
- 4 Between 1987 and 2002, Mr Sanson held various roles in DoC. Between May 1998 and July 2002, Mr Sanson was the Conservator for the Southland Conservancy, where he was responsible for administering all public lands held by the Department of Conservation (including Fiordland National Park, Stewart Island and New Zealand's sub-Antarctic islands).
- 5 Prior to this, Mr Sanson was the operations manager at the same Conservancy, where he was responsible for all of the Conservancy's field operations and management of the sub-Antarctic islands.
- 6 I am confident that Mr Sanson will continue DoC's strong focus on the implementation of its new business model and the shift in culture and practice, while enabling DoC to maintain delivery of its wide range of services.
- 7 I propose that you forward this recommendation to the Cabinet for referral to the Governor-General in Council. Attached are a curriculum vitae for Mr Sanson and a warrant for execution by the Governor-General in due course.

**Background**

- 8 The Chief Executive and Director-General of Conservation leads a department of approximately 1,700 staff located in 99 separate locations around New Zealand. DoC's budget is approximately \$335 million dollars and he will be required to manage around \$5 billion in capital assets, including 8.5 million hectares of land and 3.7 million hectares of marine areas.

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- 9 DoC's core function is to promote the conservation and enjoyment of New Zealand's natural and historic heritage. It achieves this through:
- managing land and marine reserves
  - managing tracks, huts, heritage sites and visitor centres
  - operating a range of biodiversity and freshwater fisheries programmes, including weed and pest control
  - making submissions under the Resource Management Act process
  - licensing commercial activity on conservation land via concessions.
- 10 DoC is in the process of shifting its narrow traditional emphasis on conservation management to a broader approach of engaging more with business, iwi and communities in a way that benefits both conservation and the economy. This philosophical shift has been supported by the development of a new business model, and a significant restructure, which is nearly complete.
- 11 The incoming Chief Executive will need to embed DoC's new business model and complete the change process, while at the same time maintaining delivery of the wide range of services DoC currently delivers.

### **Requirements of the Position**

- 12 On 20 May 2013, the Cabinet Business Committee confirmed the attached position description as a basis for selecting a suitable candidate for appointment [CBC Min (13) 3/3 refers].
- 13 The incoming Director-General of Conservation will be required to deliver results in the following critical areas:
- embed a new business model and shift in culture and practice, while maintaining quality of service delivery
  - continue to build successful partnerships with business, iwi, local government and communities to support Conservation work
  - provide policy advice to help maintain a strong presence of conservation, while giving due consideration to economic objectives in current regulation
  - ensure that biodiversity perspectives are well understood and integrated in Natural Resource Sector work
  - ensure that DOC gives effect to the principles of the Treaty of Waitangi
  - as a public service Chief Executive, provide leadership to lift the productivity of the public service.
- 14 The incoming Director-General of Conservation will need to be an experienced chief executive who has:
- strong intellectual ability
  - the knowledge base, experience and intellectual agility to engage with and relate to DoC's diverse stakeholders

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- a background in senior operational management, preferably in natural environments and an appreciation of the health and safety issues that occur in such environments
  - the ability to relate to DoC staff and a credible record of commitment to conservation
  - the focus and persistence to continue to build the shift to DoC's new business model, and
  - experience at managing Ministerial relationships and the ability to build constructive relationships with peer chief executives in the Natural Resource Sector.
- 15 The Director-General of Conservation must be able to obtain and maintain a Secret security clearance.

### **Selection Process**

- 16 The vacancy was advertised on Saturday 1 June and Wednesday 5 June in the Dominion Post and the New Zealand Herald, electronically on the New Zealand Government Jobs Online and State Services Commission's websites. Applications closed on 14 June 2013.
- 17 Search and assessment consultants were engaged to assist with the search and selection process. 9(2)(a) privacy applied for the position and 9(2)(a) privacy were approached by the search consultant. The applicants were refined to a short-list of 9(2)(a) privacy. The candidates participated in psychometric assessment processes.
- 18 The short-listed candidates were interviewed by a selection panel I convened on 10 July 2013. Along with Ms Sandi Beatie (Deputy State Services Commissioner) and me, the panel comprised of Mr Robert Fenwick, Ms Arihia Bennett and Dr Warren Parker.

### **Recommended Appointee**

- 19 I recommend the appointment of Mr Lewis Vernon Sanson to the position of Chief Executive and Director-General for Conservation, DoC for a term of three years from 9 September 2013 to 8 September 2016. The shorter term recognises that this is Mr Sanson's first chief executive role in the public service.
- 20 Mr Sanson has spent his entire career in forestry and environment roles, including 15 years working at various levels of DoC.
- 21 Since July 2002, Mr Sanson has been Chief Executive of Antarctica New Zealand. In this role, Mr Sanson is responsible for the development and execution of New Zealand's activities in Antarctica and the Southern Ocean. Antarctica New Zealand is a Crown entity with 50 staff and approximately 200 New Zealand Defence Force Staff on secondment. Mr Sanson was required to manage international collaborations in the New Zealand interest – many of his key achievements in the role involved developing and maintaining partnerships with key stakeholders, including with the private sector.
- 22 Between May 1998 and July 2002, Mr Sanson was the Conservator for the Southland Conservancy. In this role, Mr Sanson was responsible for all public lands administered by the Department of Conservation in the Southland District (including Fiordland National Park, Stewart Island and New Zealand's Sub-Antarctic islands).

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- Mr Sanson was accountable for developing strong working relationships with local government, communities, iwi and recreation interest groups.
- 23 Between October 1989 and May 1995, Mr Sanson was Operations Manager in the Southland Conservancy. In this role he was responsible for all field operations of the Conservancy and management of the Sub-Antarctic islands. As part of the role, Mr Sanson was a member of a ten person team reporting to the Director-General of Conservation on a major restructuring of DoC and transitional measures to achieve the new departmental structure.
  - 24 From 1978 to 1987, Mr Sanson held various other environmental roles, including roles with the New Zealand Forest Service, DSIR Antarctic Division and the New Zealand Wildlife Service.
  - 25 Mr Sanson holds a Bachelors degree of Forestry Science (Honours) from the University of Canterbury, where he received the Schlich Memorial Prize as top graduate. He has completed a number of professional development programmes since completing his degree, including the NZIM Executive Management Programme in 2001 and the Leadership in Practice course (through the Leadership Development Centre) in 2004.

### *Comment*

- 26 Throughout his career, and in particular in his work with Antarctica New Zealand, Mr Sanson has built and maintained effective working relationships with diverse stakeholders and been involved with a number of organisational structural shifts. I consider him to be an experienced chief executive and expect he will enjoy a high level of credibility with DoC staff as a result of his proven commitment to conservation.
- 27 I believe Mr Sanson has the intellectual capability, strategic leadership, policy experience, change management skills, and personal qualities to be successful in the role. I am confident that as an experienced chief executive, Mr Sanson will be able to maintain the strong focus needed on the new business model and shift in culture and practice, while maintaining delivery of the wide range of services delivered by DoC.
- 28 The interview panel agreed unanimously that Mr Sanson has the appropriate skills, experience, and personal qualities to undertake this role successfully.
- 29 Referee checks were undertaken following the interview process. Referees described Mr Sanson as having particular strengths in engaging and working with a wide range of people. DoC is one of the largest land managers in New Zealand, through his previous involvement with the Department, and his term as chief executive of Antarctica New Zealand, he has had substantial engagement with many of DoC's "neighbours" and many people engaged with conservation internationally. The referee checks show that he has a proven record of dealing successfully with complex relationships.
- 30 Referees believe that Mr Sanson will be credible to both the staff and most stakeholders. He has strong experience in the operational aspects of DoC and stakeholders will see his experience in conservation as consistent with what DoC needs. It is acknowledged that he will be stepping up in terms of leading a larger organisation, however referees believe he has the capacity to do this. It was noted that during Mr Sanson's time at Antarctica New Zealand he developed significantly as a leader and stepped up to play a leadership role in international fora.
- 31 In summary, I am of the view that Mr Sanson meets the requirements of the State Sector Act 1988 [Section 35 (12)], and those of the attached position description.

**IN CONFIDENCE**

***Conditions of Employment***

- 32 I intend to offer Mr Sanson a remuneration package that is in line with the State Services Commission's revised remuneration policy. In accordance with Section 38 of the State Sector Act 1988, I will consult the Prime Minister and the Minister of State Services before finalising the conditions of employment with Mr Sanson.
- 33 Mr Sanson's employment will be subject to maintaining a Secret security clearance.

***Recommendations***

- 34 I recommend that you:
- 1 forward my recommendation to appoint Mr Lewis Vernon Sanson as the Chief Executive and Director-General of Conservation, Department of Conservation, for a term of three years from 9 September 2013 to 8 September 2016, to the Cabinet Appointments and Honours Committee for referral to the Governor-General in Council
  - 2 note that Mr Sanson's curriculum vitae and a warrant for appointment are attached
  - 3 note that I will obtain the agreement of the Prime Minister and you, as Minister of State Services, before finalising terms and conditions of employment with Mr Sanson
  - 4 note that Mr Sanson's employment will be subject to maintaining a Secret security clearance.



Iain Rennie  
State Services Commissioner



## Curriculum Vitae

Lewis Vernon Sanson

### *Employment History*

2002 - present	<b>Antarctica New Zealand</b> Chief Executive
1987 - 2002	<b>Department of Conservation</b>
1998 - 2002	Conservator, Southland Conservancy,
1989 - 1995	Operations Manager, Southland Conservancy
1987 - 1989	District Conservator, Murihiku District
	<b>Other</b>
1985 - 1987	Environmental Forester, New Zealand Forest Service
1982 - 1983	Field Assistant, DSIR Antarctic Division
1981 - 1982	Kakapo Research Project, New Zealand Wildlife Service
1981 - 1982	District Forest Service, New Zealand Forest Service, Invercargill
1978 - 1980	Environmental Forester, Science and Environment Development Programme, Forest Research Institute

### *Education and Professional Development*

2010	Leading Change and Organisational Renewal, Harvard University
2005 - 2010	Public Sector Advanced Leadership Programme, Leadership Development Centre
2004	Advanced Dynamics, Leadership Programme, Leadership Development Centre
2004	Leadership in Practice, Leadership Development Centre
2001	Executive Management Programme, New Zealand Institute of Management
1979	Bachelor of Forestry Science (Hons), Canterbury University
1978	Schlich Memorial Prize for top graduate, School of Forestry, Canterbury University



Position description

Position	Chief Executive and Director-General
Department	Department of Conservation
Position purpose	<p>The Chief Executive and Director-General of the Department of Conservation:</p> <ul style="list-style-type: none"><li>• leads and manages the Department of Conservation as a trusted, effective and efficient provider of conservation policy and operational services, protecting and ensuring the enjoyment of New Zealand's natural and historical heritage</li><li>• works with business, iwi and the community in a way that benefits both conservation and the economy, and grows the overall amount of conservation work done in New Zealand.</li></ul>
Key external relationships	<p>Minister of Conservation and Associate Minister of Conservation</p> <p>Minister for the Environment</p> <p>Minister for Primary Industries</p> <p>Minister for Treaty of Waitangi Negotiations</p> <p>Natural Resource Sector Chief Executives</p> <p>Local authorities</p> <p>Iwi</p> <p>Community organisations</p> <p>Business leaders</p> <p>Statutory bodies established under the Conservation Act:</p> <p>The New Zealand Conservation Authority and Regional Conservation Boards</p> <p>The Nga Whenua Rahui Fund and the Nature Heritage Fund</p>

## Performance profile

### Critical areas of success

- Embed DOC's new business model and shift in culture and practice, while maintaining quality of service delivery.
- Continue to build successful partnerships with business, iwi, local government and communities to support conservation work and to grow the overall amount of conservation work being done in New Zealand.
- Provide policy advice to help maintain a strong presence of conservation, while giving due consideration to economic objectives in current regulation.
- Ensure that biodiversity perspectives are well understood and integrated in Natural Resource Sector work, including water reform, RMA reform, and the Government's goal to increase export earnings from 30 – 40% of GDP by 2025.
- Ensure that DOC gives effect to the principles of the Treaty of Waitangi. There are two aspects to this:
  - (i) iwi have a substantial ongoing interest in much of the land DOC manages - DOC must maintain a constructive relationship with iwi in order to do its job
  - (ii) treaty settlements frequently contain specific ongoing obligations for DOC. DOC has a role in negotiating redress, and a role in implementing agreements involving the use or management of conservation land.

The Chief Executive will also be required to provide leadership to lift the productivity of the public service.

### Accountabilities

Excellent leadership by public service chief executives is essential to high performing departments and a high performing public service. Chief executives are required to work collaboratively in a spirit of service and strive towards the overall goal of a system of world class, professional State Services, serving the government of the day and meeting the needs of all New Zealanders. As a chief executive in the New Zealand Public Service you will be accountable for:

- DOC carrying out the purpose of the State Sector Act, the Public Finance Act, and other relevant statutes and legislation
- DOC's response on matters relating to the collective interests of government
- the stewardship of DOC, including of its medium and long-term sustainability, organisational health, capability, and capacity to offer free and frank advice to successive Governments
- the stewardship of the assets and liabilities that are used by or relate to DOC, and the legislation administered by DOC
- giving effect to whole of government requirements on matters such as procurement, property management, ICT, security and privacy
- the performance of DOC's functions and duties and the exercise of DOC's powers
- the tendering of free and frank advice to Ministers
- the integrity and conduct of DOC's employees, and
- the efficient and economical delivery of the services provided by DOC and how effectively those services contribute to the intended outcomes.

### Operational accountabilities

The Chief Executive and Director-General, Department of Conservation is accountable to the Minister of Conservation.

The Chief Executive is accountable for:

- managing New Zealand's natural heritage, including maintenance, restoration and protection of ecosystems, habitats and species, as well as the management and

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protection of New Zealand's historic and cultural heritage

- as part of the management of New Zealand's natural heritage, operating a range of programmes, for example, weed and pest control, in conjunction with other parties as appropriate
- considering the integration of conservation objectives with economic objectives, balancing the department's role in protecting conservation land with its responsibility for land management and recreational development, and evolving its contribution to the economy through tourism
- managing 8.5 million hectares of land, marine protected areas and marine mammal sanctuaries covering nearly 3.7 million hectares, and \$5 billion in capital assets, including a network of tracks, huts, heritage sites and visitor centres that are a major element of New Zealand's tourism infrastructure
- operating appropriate health and safety policies and asset management policies to ensure the safety of staff and of the public
- providing high quality advice to the Government on New Zealand's conservation needs and international obligations in relation to conservation
- providing leadership, effective management and development of the department, so that it continues to contribute to the achievement of agreed outcomes now and in the future
- protecting, advancing and maximising New Zealand's broader conservation interests by developing and sustaining relationships with other government departments, public and private interests and associations with international organisations
- efficient administration of the Conservation Act 1987.

#### Person profile

Leadership within the Public Service

Excellent leadership by public service chief executives is essential to high performing departments and a high performing public service. Chief executives are required to work together in a spirit of service and strive towards the overall goal of a system of world class, professional State Services, serving the government of the day and meeting the needs of all New Zealanders.

Profile

In addition, the successful candidate will need to be able to demonstrate the following attributes and areas of experience:

- strong intellectual ability, comprising:
  - (i) an understanding of how to integrate the environment and the economy, and the persistence to keep integrating these objectives in DOC's work
  - (ii) the ability to communicate the rationale for DOC's new business model and structure, using it to energise and motivate staff
- the knowledge base, experience and intellectual agility to engage with and relate to DOC's diverse stakeholders; from technical conservation and resource management experts, to iwi, farmers and other rural landowners, tourism operators, and private sector leaders
- a background in senior operational management, preferably in natural environments, and an appreciation of the health and safety issues that occur in such environments
- the ability to relate to DOC staff, and a credible record of commitment to conservation
- the focus and persistence to continue to build the shift to DOC's new business model
- experience at managing ministerial relationships, and the ability to build constructive

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relationships with peer CEs in the Natural Resources Sector.

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**Position specific competencies**

*The descriptors<sup>1</sup> below summarise the competencies in which the Chief-Executive and Director-General, Department of Conservation, will need to be skilled.*

**Strategic skills**

Effective chief executives possess a depth and breadth of knowledge. They are intellectually sharp, and deal with concepts and complexity comfortably. They have a strong grasp of key trends and issues facing their agency and the wider state sector, and develop long range strategies and plans. They probe deeply into issues without losing sight of the bigger picture. They learn quickly when facing new problems and are comfortable handling risk and uncertainty. They are willing to experiment and are open to change. They are future oriented and take a broad perspective on issues, analysing both successes and failures for clues about how to improve. They create a compelling vision and inspire others to support that vision.

**Operating skills**

Effective chief executives create focus within their organisations and get things done. They find ways to eliminate roadblocks and zero in on the vital few issues that require their attention. They understand organisational processes and identify systemic opportunities for synergy and integration. They create strong teams by empowering people, fostering open dialogue, effectively allocating resources and ensuring that individuals work together. They use teams to work across boundaries and accomplish integrated tasks and sustained coordinated efforts. In doing this, they continually support the development of their senior team; coaching them and providing opportunities that will stretch them.

**Courage**

Effective chief executives can be counted on to step up when times are tough. They do not shirk personal responsibility. They anticipate potential conflicts and make conscious choices about the approach they will take. If conflict arises they look for common ground; resolving differences equitably and calmly. They are willing to take the lead on controversial issues. They read situations and people accurately. They are a good judge of people and are able to clearly see their strengths and limitations.

**Energy and drive**

Effective chief executives consistently demonstrate energy and drive for better results. They don't give up in the face of resistance or setbacks, however they are also willing to adapt their approach if necessary to achieve the desired result. They consistently and constantly strive for better performance, balanced with a concern for people and due process.

**Personal and interpersonal skills**

Effective chief executives have highly developed personal and interpersonal skills.

In terms of personal skills, they know themselves well, are open to criticism and seek feedback. They learn from their mistakes and strive constantly to develop themselves. They are adaptive. They can be counted on to remain calm and hold things together in tough times. They are not prone to defensiveness, frustration, nor easily knocked off balance.

In their dealings with others they are good listeners and can easily establish rapport with people from all walks of life. They are respectful toward others and hire for variety and diversity. They build relationships of trust and respect with clients, colleagues, Ministers and staff. They can be direct and diplomatic, and can resolve differences without damaging relationships. They are collaborative and value others' contributions. They create a climate in which people feel motivated to do their best and people like working for and with them. They are dedicated to meeting the expectations and requirements of Ministers and clients and act consistently with those expectations and requirements in mind.

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<sup>1</sup> These skill descriptions are based on Lominger International's LEADERSHIP ARCHITECT® Competency Sort Cards, Copyright © 1992, 1996, 2001-2003 Lominger Limited, Inc., a subsidiary of Korn/Ferry International ALL RIGHTS RESERVED, and are used with the express permission of Lominger International."

Organisational positioning skills

Effective chief executives understand the political and organisational context within which they work. They are sensitive to political processes and anticipate risks and how others may respond. They can manoeuvre through complex political situations effectively and quietly whilst maintaining Public Service standards of political neutrality. They know how to get things done within the political and organisational context and understand the origin and reasoning behind key policies, practices and procedures. They understand how to work with different organisational cultures.

Acting with honour and integrity

Effective chief executives adhere to the Standards of Integrity and Conduct for the State Services, during both good and bad times. As well as taking a lead role in promoting the Standards, they role model the ethics, values and behaviours set out in the Standards. They deliver on their promises and are direct and truthful in their dealings with others. They keep confidences and admit mistakes. They do not misrepresent themselves for personal gain and are widely trusted.

Security Clearance

*Appointment will be subject to a New Zealand Government Secret security clearance.*

Information on the Government's priorities for the Department of Conservation, and on the Department's outcomes, organisational structure, dimensions and appropriations can be found in the Statement of Intent 2012 – 15 and the Annual Report 2012. These documents can be found on the Department of Conservation website:

<http://www.doc.govt.nz/publications/about-doc/annual-report-for-year-ended-30-june-2012/>

<http://www.doc.govt.nz/publications/about-doc/statement-of-intent-2012-2017/>

A list of legislation administered by the Department of Conservation can be found here:

<http://www.doc.govt.nz/about-doc/role/legislation/>

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OFFICIAL INFORMATION



## In Executive Council

*Her Excellency the Administrator of the Government is recommended to*

accept the recommendation of the State Services Commissioner that

**Lewis Vernon Sanson**

be appointed, pursuant to section 35 of the State Sector Act 1988,

as the Chief Executive and Director-General of Conservation,

Department of Conservation,

from 14 September 2013 to 13 September 2016.

Hon Dr Jonathan Coleman  
Minister of State Services

*Approved in Council*

*Clerk of the Executive Council*

Date: 5 August 2013

OFFICIAL INFORMATION ACT