

**Senate Standing Committee on Environment and Communications**

**Answers to Senate Estimates Questions on Notice**

**Additional Estimates Hearings February 2016**

**Communications Portfolio**

**Australia Post**

**Question No: 210(d)**

**Australia Post**

**Hansard Ref: Written, 19/02/2016**

**Topic: Staff Awards**

**Senator Ludwig, Joe asked:**

Since the change of Prime Minister on 14 September, 2015:

1. Has the Department / Agency given out awards to staff for any reason? If yes:
  - (a) What was the reason for the awards?
  - (b) What was the criteria for the awards?
  - (c) What form did the award take? (e.g. Certificate, gift vouchers etc)
  - (d) How much was spent on the award?
2. How were the awards presented?
3. Who presented the awards?
4. Was there a ceremony or party for the awards? If yes:
  - (a) Where was it held?
  - (b) Was there a fee for the venue? If yes, how much?
  - (c) How much was spent on catering?
  - (d) How many people attended?
  - (e) Did the minister attend?
5. Did the minister's staff attend? If yes, how many?

**Answer:**

1. Yes.
  - a) 'Applaud' is our formal, enterprise wide reward and recognition program, which was launched on 5 October 2015.
  - b) Awards are given to those people who demonstrate our shared values. This is an important component of encouraging the right behaviours.
  - c) Recognition may be in the form of a message on the recognition wall or where someone has demonstrated the shared values over and above what they usually do, 250 points (equivalent to approximately \$25) or 400 points (equivalent to approximately \$40) may be given. In 2016, six Enterprise Awards will be granted (one per shared value plus one team award) equivalent to 10,000 Applaud points (approximately \$1,000 each). All points are administered online through the Applaud system. Each employee has access to an online Applaud account, through which points are accumulated and subsequently redeemed in an online store.

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d) Points to the value of \$209,910 have been issued since between 5 October 2015 and 29 January 2016. Prior to the introduction of 'Applaud', employee awards were given in the form of gift cards. For the period 14 September 2015 to 4 October 2015, gift cards to the value of \$15,650 were awarded.

2-4. Recognition is made through our online system. Enterprise Applaud Awards are presented by a Senior Manager from the relevant Business Unit.

5. No.