

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Additional Estimates Hearings February 2016

Communications Portfolio

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Question No: 210(f)

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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, nbn has a recognition program for staff that was introduced to support nbn's strategic goal to be a Great Place to Work.

- (a) Managers can provide awards (within an allocated budget) in the form of points to staff who receive recognition.
- (b) Awards are provided when recognition aligns to values and behaviours which have a positive business impact.
- (c) Basic recognition (peer-to-peer) is celebrated through a public recognition portal for all staff to see. Any awards allocated by managers take the form of 'points' which can be converted to items through a product catalogue. For great achievements, Quarterly Awards are selected by the senior leaders of the organisation where winners are invited to attend a celebration event.
- (d) \$58,500 has been spent on awards since 14 September 2015 to 29 February 2016.

2 & 3. Manager and Quarterly Awards are presented by line managers through the recognition portal.

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4. Quarterly Award winners (approximately 40 per quarter) are invited to attend a celebration event.

- (a) Two events have been held (November and February). The first event was held at the Kirrabilli Club and the second was held at Walsh Bay Kitchen.
- (b) No.
- (c) \$50 per head.
- (d) Approximately 50 attendees per quarter (includes winners and selected senior leaders).
- (e) No.

5. No.