

**SENATE EMPLOYMENT, WORKPLACE RELATIONS AND EDUCATION  
LEGISLATION COMMITTEE**

**2005-2006 ADDITIONAL SENATE ESTIMATES HEARING  
16 FEBRUARY 2006  
EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO**

**QUESTIONS ON NOTICE**

**Outcome:** Corporate

**Question Number:** W752-06

**Question:**

Senator Wong asked in writing:

What happens when an officer disputes a performance review?

**Answer:**

It is resolved under the relevant disputes procedures in the DEWR Certified Agreement 2006-2008 and the relevant AWA guidelines. The DEWR Certified Agreement is a public document, and an extract of the guidelines for AWAs is attached.

**Extract from the Performance Agreement Scheme (PAS) Guide**

**Resolving Disputes**

27. From time to time, an employee or their manager may feel that the performance agreement system has not delivered the expected outcome. In the first instance, the issue should be discussed with the relevant manager, and to reduce disruption in the workplace, should be attempted to be resolved within fourteen days of the initial assessment. In circumstances where a further review is required, the established Resolving Workplace Issues guide should be used to resolve the issue.