ANSTO’s Commitment

ANSTO’s Reward and Recognition policy provides a framework to acknowledge and reward the performance and achievements of teams and individuals within the organisation.

Context and Governance

This Policy applies to individuals, teams and task groups across all levels of the organisation. Reward and recognition initiatives may be formal organisation wide programs implemented by the Executive or informal programs within business units or institutes to promote alignment with organisational goals and values. Reward and Recognition programs are to be communicated to all staff to which the program applies to promote transparency and an understanding of the process. Reward and recognition at ANSTO is monitored and, for formal rewards, oversighted by the Reward and Recognition Committee to facilitate achievement of the policy objectives in an equitable and accountable manner.

Philosophy & Objectives

Aligned to organisational goals, the reward and recognition philosophy highlights the need to promote a culture where diverse areas of sustained high performance are rewarded based on the guiding principles of transparency, integrity and equity.

The key objectives are to;

• Acknowledge and reward a variety of performance areas and contributions in line with core values.
• Encourage a culture of commitment and collaboration to achieve organisational goals.
• Promote initiative and inspire staff by highlighting excellence in service, production and research roles.
• Foster personal career development, leadership and team performance.
• Increase satisfaction and engagement to support positive cultural change.
• Attract and retain high performing staff.
Approach

The approach is to encourage both leaders and peers to actively identify excellence in behaviour and performance to achieve organisational goals. Particularly, peer-to-peer recognition provides personal affirmation of the dedication, positive attitude and skill that it takes to achieve an outcome. The establishment of both peer and management driven reward and recognition programs will provide opportunities for celebrating staff achievement across all levels and functions of ANSTO.

The policy is supported by the Reward and Recognition Guide which sets out a practical framework for developing reward and recognition programs.

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