

REWARD AND RECOGNITION FRAMEWORK

RISE ABOVE AWARD CRITERIA

1. Outstanding Achievement Award

A superb job on a task/project or suggestions by an individual or group, that led to improved work processes and systems that enhances the workplace or community. Areas include, but are not limited to:

Leadership

Demonstrating exemplary leadership competencies, including but not limited to providing a sense of purpose, vision and mission to co-workers and/or staff, beyond what is expected and where great results have been achieved. Moreover acting as a catalyst for creativity and innovation, and supporting and championing change opportunities that result in strategic outcomes with an understanding of Council's internal and external environments.

Please refer to the leadership competencies as a guide. The leadership competencies are located on Webstar - HR Connection - Reward and Recognition

Innovation

Innovative ideas made by a team or individual that contributes to progress towards the completion of a project or milestone.

A proactive and innovative approach towards finding solutions to business and workplace challenges. Those who meet the criteria would have succeeded in the development of a new idea, or improvement on an existing idea, that results in e.g. an increased productivity, efficiency or cost containment.

Community

Exceptional engagement with the community in regards to its environmental, social and/or cultural development. Breaking down barriers and/or creating new relationships for the long term benefit of Council or the community.

Goal Achievement

Recognising individuals or groups that have met a specific and measurable goal that is above and beyond what may be in a performance plan or is typically expected in accordance with their role in any given year whilst upholding Council's values and REACH Characteristics. This should reward those who succeed in meeting a difficult, challenging, and hard to reach goal with limited resources, and with a high level of quality.

Skills Development

Individuals who apply a new skill that leads to significant workplace improvements, innovation of processes and enhanced service delivery.

Care and Respect

Individuals who treat customers, the community and each other with care and respect, dignity and equality exceeding what is typically expected in everyday practice. These behaviours may be accompanied but not limited to effective leadership, and the implementation, administration and operation of organisational goals and objectives. As an individual they must model, advocate and reinforce Council's values and REACH characteristics to the highest standards.

2. Extraordinary Impact Award

Performance of duties above and beyond an employee's own expected job requirements. The outcome has impacts beyond their role and their team that has significantly impacted on the organisation and/or the CGD community. The outcome is typically resulting in a significant impact to the health, safety and wellbeing of our community and/or Council employees, community engagement, sustainable cost reduction, service increases, environmentally sustainable practices, the future sustainability of Council and effective risk management.