

Performance and Reward

THE PERFORMANCE YEAR AT NAB runs from October to September of each year. September/October is generally when your performance is assessed and measured against your scorecard. The outcome can determine salary and any bonuses that you will receive.

The NAB agreement includes important protections including requirements that your performance objectives are set and agreed and can be achieved within ordinary working hours.

WHY PERFORMANCE RATINGS MATTER

An improved performance rating can result in better salary increases for Group 3 and 4 employees and higher bonus payments for all employees.

PERFORMANCE OBJECTIVES ADJUSTMENTS

Where you can demonstrate that achieving your performance objectives was impacted by a lack of relief or significant periods of absence then your performance objectives can be adjusted.

The pay model at NAB differs between Group 1 and 2 roles and Group 3 and 4 roles so please

refer to the section applicable to your current role for more information about your rights.

GROUP 1 & 2 ROLES

SALARY INCREASES

All Group 1 and 2 employees will receive a 3% salary increase in the first full pay in January regardless of performance. The only thing that can preclude you from a salary increase is a Red Conduct gate in that performance year.

BONUS PAYMENTS

Bonus payments are additional to your salary and work differently across roles and performance units. The better your performance outcome the higher the bonus payment you will receive. That's why it's important your performance outcome is fair.

DON'T AGREE WITH YOUR PERFORMANCE OUTCOME?

Your agreement incorporates a mechanism for solving disputes. It involves trying to resolve your dispute at the earliest opportunity.

Your agreement also provides a process for escalation.

If you disagree with your performance outcome

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you have a right to challenge the decision. Refer to our Solving Problems at Work Factsheet or refer to Clause 64 of the NAB Enterprise Agreement. For assistance to do this you can call the Member Rights Centre on 1300 366 378.

GROUP 3 & 4 ROLES

SALARY INCREASES

As a Group 3 or 4 employee, you get your salary reviewed annually based on agreed criteria, usually in October or November. Workplace Performance provides a salary recommendation to your People Leader based on the agreed criteria including your performance outcome. You can review the annual salary ranges for roles here: <http://bit.ly/2A1IGID>

BONUS PAYMENTS

Bonus payments are additional to your salary and work differently across roles and performance units. The better your performance outcome, the higher the bonus payment you will receive. That's why it's important your performance outcome is fair.

DON'T AGREE WITH YOUR SALARY REVIEW?

Unlike Group 1 and 2 roles where salary increases are set, the Agreement does not specify an amount for Group 3 and 4 roles.

That's why we've included an additional appeals process to work through disagreements that may arise.