

## Westpac Group Enterprise Agreement 2010 - Excerpt

### **36. PERFORMANCE OBJECTIVES AND ASSESSMENT**

- 36.1 This **clause 36** applies to all Employees engaged on a full time or part time basis, except those Employees who are a direct report of a General Manager or above.
- 36.2 The performance objectives setting and assessment process will be fair and transparent and based on both performance objectives (inclusive of measures and targets) and values based behaviours.
- 36.3 Objectives and targets will be fairly and equitably set. An Employee may give feedback about his or her objectives and his or her People Leader must give due consideration to that feedback.
- 36.4 Performance objectives will:
- (a) be reflective of the Employer's objectives and values;
  - (b) be easily understood;
  - (c) reflect the work being undertaken during the relevant period; and
  - (d) apply for a defined period.
- 36.5 In setting performance objectives and determining whether those performance objectives have been met, the factors that will be taken into account will include, but shall not be limited to the following:
- (a) market factors;
  - (b) the Employee's experience;
  - (c) staffing levels in the relevant location;
  - (d) approved absences from normal duties; and
  - (e) provision of appropriate and relevant training to perform the Employee's current role (while recognising that Employees have a shared accountability for ensuring such training is completed).
- 36.6 Approved absences from an Employee's normal duties will be excluded from the period to which their normal performance objectives apply if the absence materially impacts upon his or her performance rating.
- 36.7 Performance objectives will be communicated to Employees at the beginning of the performance period. Any changes during the period for which performance objectives are set will be by agreement between the Employee and/or team and their immediate People Leader.