

## 17. MEDICAL ASSESSMENTS

CSIRO may require officers to undergo medical assessments where that request is reasonable and lawful, from time to time as appropriate.

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## 44. NON-CASH RECOGNITION REWARDS

44.1 These rewards may be given to individuals or teams to mark praiseworthy effort or long service where other rewards are not appropriate.

44.2 These rewards are separate from normal salary and allowance payments made to officers for their work and are not a substitute for such payments.

44.3 Officers may be nominated for a Recognition Reward by colleagues, Line Managers or Senior Managers, at any time.

44.4 Any tax in relation to a Non-cash Recognition Reward will be paid by CSIRO.

44.5 A Non-cash Recognition Reward cannot be converted to cash.

44.544.6 Non-cash recognition rewards may take the form of gift card or prepaid visa card not redeemable for cash, contribution towards secondments, conference attendance or career advancement training, support for teams in a form that promotes cohesion and morale or benefits selected to mark or celebrate an action or event, including gifts, services, entertainment or travel.

## 46. MANAGEMENT ACCOUNTABILITY

CSIRO is committed to creating an environment where innovation thrives and everyone is valued and treated fairly and with respect. CSIRO recognises that the quality of management decisions impacts upon the achievement of CSIRO's strategy and the work environment. CSIRO managers will support the principles of:

- Openness – a free flow of information relevant to the well-being of staff;
- Transparency – encouraging staff input, providing clear, reasoned justification for decisions to affected officers and providing -feedback on how views are taken into account;
- Fairness – treating staff equitably and with respect; and
- Consistency – showing no favouritism in decision making.

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