

Purpose

The purpose of St Nicholas' Rewards Program is to acknowledge and celebrate the efforts, dedication and leadership of our team members. By aligning the program with key performance indicators, we aim to foster a culture of excellence, drive organisational success and create a mutually beneficial partnership between St Nicholas and our team members.

Structure

Measure	Reward for Centre Team
<p>Occupancy</p> <p>The aim for each service is to grow their current occupancy by a target percentage over the quarter. The increase is measured as a percentage of the opening occupancy for the quarter.</p> <p>Where a service has a current occupancy of <70%, the target is to increase occupancy by 15% or more for the quarter. <i>For example, where a service has an opening occupancy of 65%, their target for the quarter would be to increase their occupancy to 74.7% or more at the end of the quarter.</i></p> <p>Where a service has a current occupancy of 70% but less than 90%, the target is to increase occupancy by 6% for the quarter. <i>For example, where a service has an opening occupancy of 80%, their target would be to increase their occupancy to 84.8% or more at the end of the quarter.</i></p> <p>Where a service has a current occupancy of >90% but less than 95%, the target is to increase occupancy by 3% for the quarter. <i>For example, where a service has an opening occupancy of 91%, their target would be to increase their occupancy to 93.7% or more at the end of the quarter.</i></p> <p>Once a service reaches 95% occupancy, the target is to maintain occupancy at 95% or above.</p> <p><i>For example, where a service has an opening occupancy of 65%, their target for the quarter would be to increase their occupancy to 74.7%. Where a service has an opening occupancy of 80%, their target would be to increase their occupancy to 84.8%. Where a service is at 95%, their target is to stay there.</i></p>	<p>\$1,500 per quarter</p>
<p>Assessment and Rating (A&R)</p> <p>Centre achieves an 'Exceeding' rating at Assessment and Rating.</p>	<p>\$2,000 one-off</p>

Centre Team total possible reward

Quarter: \$1,500 (occupancy)

Annual: \$1,500 x 4 = \$6,000

The above does not include one-off \$2,000 A&R reward.

Frequently Asked Questions (FAQs)

How can I track my team's progress within the matrix?

Your Centre Director can provide updates regarding your team's progress for each item within the matrix.

How will centre rewards be paid?

Centre rewards will be made available as an amount of money to be utilised as determined by the Centre Director. St Nicholas has provided guidelines to Centre Directors for how centre rewards may be used, and Directors are encouraged to seek the input of their team when making these decisions. The Centre Director can either use their credit card or submit purchase order request through TechOne as required.

What can centre reward funds be used for?

Centre rewards **can** be used for:

- Social events (e.g. team lunches or dinners, picnics, trivia nights)
- Team-building events (e.g. activities or workshops that foster camaraderie and collaboration)
- Holiday events (e.g. events for major holidays or seasonal celebrations)
- Wellness programs (e.g. fitness programs, mental health workshops, stress-relief programs)
- Recognition and awards (e.g. employee recognition programs or awards to acknowledge performance and achievements)
- Items for team member areas (e.g. furniture, board games, decorations)

Centre rewards **cannot** be used for:

- Personal expenses
- Workplace expenses (e.g. resources, consumables)
- Illegal activities
- Inappropriate activities that go against St Nicholas' values, policies or code of conduct
- Non-inclusive activities that excludes certain groups of team members
- Political activities