



Merit Advancement Application Pay Point Application

Applicant's Name: Ole Nielsen

The Certified Agreement has this to say about Pay Point advancement:

- Employees must have an Individual Work Plan in place and have had a formal performance assessment before they may be considered for merit advancement (clause 64.8)
- The six Performance Categories – Achievement of Results/Outputs, Leadership, Management, Learning and Development, Client Interaction, and Corporate Contribution – shall be used in assessing employee performance, and are the criteria for pay point advancement (clauses 63.7 and 64.2)
- Employees will need to demonstrate that their performance over the previous 12 months has been assessed overall as Effective and been assessed as High Performance in at least one of the six criteria (clauses 63.14 and 64.2)
- An employee may advance two pay points within a Level where their performance over the previous 12 months has been outstanding, i.e. well beyond the requirements for single pay point, and their performance was a major factor in the achievement of outcomes for their workgroup that are well beyond expectations (clause 63.15)
- Applications must include recommendation from the employee's nominated manager justifying the recommendation (clause 63.23)
- Assessment for pay point advancement is made by the relevant Chief of Division or Branch Head (clause 63.9)



CLAIMS FOR PAY POINT ADVANCEMENT

Provide evidence of High Performance using your key achievements and the associated impact **against one criterion (minimum)**. Delete the criteria under which you are not making a claim of High Performance.

Achievement of Outputs/Results

Application of skills, knowledge, expertise; Contribution to team achievements; Record of achievement of results/outputs of value to GA project/work area

My achievements over the past year have been significant:

- The Tsunami Risk Modelling Activity, which I lead, has delivered highly regarded and timely outputs to stakeholders such as FESA, SOPAC, EMA and AusAID and is advancing the understanding of tsunami impacts to communities.
- The team was awarded the APSEA spatial industries award, the AGM team award for influence and has been nominated for the 2007 EMA Safer Communities award to be announced in February 2008.
- The hydrodynamic inundation model, ANUGA, of which I am the main developer, has now been publicly available as Open Source for one year and is attracting significant interest both nationally and internationally. In particular, it has sparked engineers at the Shellharbour council to pilot the technology for flood modelling. They have published a conference paper, which proposes ANUGA as a standardised tool for use by local councils.

Management

Managing self; Managing others; Management of project/work area/activity; Communication, liaison, negotiation and influencing skills.

I increased my responsibility from the tsunami inundation modelling activity to the broader tsunami risk modelling activity which includes probabilistic hazard modelling, palaeotsunami studies and is reaching into the flood modelling space as well. Five staff are under my direct management as opposed to three one year ago and the entire tsunami risk modelling team which I lead involve liaisons with a much larger and more diverse group than before. My effectiveness at handling this broader management responsibility is demonstrated by the cohesiveness and effectiveness of the team I have fostered and the successful on-time completion of the achievements mentioned above.

Client Interaction

Identifying client needs; Meeting client needs; Developing new ventures/projects/products

I have cultivated an expanding scientific community revolving around the ANUGA model since its release last year. One outcome is that the Shellharbour council has started using ANUGA for flood modelling and is proposing to fund further development of the model to include erosion/deposition and culvert flows. These additions will not only make ANUGA more suited towards flood modelling but also improve its value in tsunami modelling.

The significance of this relationship is that a local government is driving the use of a model developed and published by Geoscience Australia to build an important capacity in a potentially standardised way. If this pilot is successful and other councils follow, it is possible that a national standard for flood modelling will emerge based on the ANUGA model.

Applicant's Signature:

Date:

6, 2, 8

CHECKLIST BEFORE SCANNING AND UPLOADING TO THE GA ONLINE APPLICATION SYSTEM

- Is your name in the footer on each page of your application?**
- Is your application printed double sided?**
- Is your application claims section no more than 1 page in length?**
- Have you included your Nominated Manager's reference?**
- Have you got Group Leader endorsement? (or equivalent, within Branches)**
- Are all of the papers appropriately signed and dated?**

REFERENCE: NOMINATED MANAGER PAY POINT ADVANCEMENT



Applicant's Details

Name: Ole Nielsen Phone: x9048

Nominated Manager

Name: Trevor Dhu Phone: x9076

The applicant has an Individual Work Plan in place and has had a formal performance assessment. Y

The applicant has been assessed as High Performance on one or more criteria, as set out below. Y

Performance Ratings (H = High, E = Effective, U = Unsatisfactory)

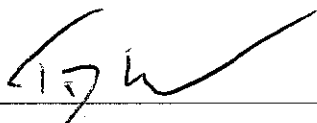
Please record a rating against each criterion, and an Overall Performance Rating.

Performance Criteria	Performance Rating
1. Achievement of Results/Outputs	
Application of skills, knowledge, expertise; Contribution to team achievements; Record of achievement of results/outputs of value to GA project/work area/clients	H
Comments: Ole has excelled in his role as Activity Leader for the Tsunami Risk Modelling Activity. This team has been very successful, as evidenced by its AGM Awards, APSEA Award and nomination for EMA sustainable communities' award. Ole has played an important role in all areas of this Activity's success from the quality of the modelling tools that he has led the development of through to ensuring that he is able to appreciate and integrate the numerous components of this activity (i.e. palaeotsunami, deep-water hazard modelling and onshore inundation).	
2. Leadership	
Strategic perspective and contribution; Leadership in specialist area; Leadership of people	E
Comments: Ole's leadership of the ANUGA tool and the associated inundation modelling has been very good and Ole is taking an increasing role in identifying the key directions that our tsunami modelling has to take and how to add more scientific rigour to the work of the Project. As discussed below in Client Interaction, Ole has also been very effective at identifying the opportunity to extend ANUGA's influence into the arena of local government planning.	
3. Management	
Managing self; Managing others; Management of project/work area/activity; Communication, liaison, negotiation and influencing skills	H
Comments: Over the last 12 months Ole has managed the delivery of all of the Tsunami risk activity. He has effectively established a work-program and worked with the tsunami team to ensure that resources were directed where they were needed to ensure that a diverse range of outputs were delivered on time. Ole's communication and liaison skills are of a very high-quality and are continually displayed in his ability to draw together a high-performing team that has produced high-impact, award winning outputs. The team's success is in no small part due to Ole's ability to successfully leverage off his team's abilities and to keep his eye across the numerous components of his Activity.	
4. Client Interaction	
Identifying client needs; Meeting client needs; Developing new ventures/projects/products	H
Comments: For the first half of this calendar year, Ole's day-to-day client interaction was effective with technical groups such as GA's ATWS Project and the Bureau's BMRC. In the last 6 months Ole has, through his own initiative, identified and advocated for GA to pursue an opportunity to extend ANUGA's influence into the space of local government planning for flood and coastal erosion. Ole is solely responsible for identifying this opportunity and has used both his technical and his communication and liaison skills to work with council staff and consultants to ensure they were able to quickly adapt and	

apply ANUGA to their problems This is a promising area of potential influence for GA, and is built open Ole's continual work with ANUGA's ever expanding user community	
5. Corporate Contribution	
Corporate awareness; Involvement in GA/ITR/APS/professional arena activities; Sharing expertise; Corporate information management	H
Comments: Ole continues to make a significant Corporate Contribution through his role internally as one of GA's recognised experts in high-performance computing, software engineering best practice and open source. Ole's formal role is to provide leadership to tsunami risk modelling, however his corporate spirit and technical expertise has led to him also providing continual input both to the GEMIM team and to broader ISB initiatives across GA.	
6. Learning and Development	
Development of Professional/Technical skills, knowledge, expertise; Development of self in line with GA key work values (Leadership, Management, Client Orientation, Corporate Contributions); Development of others	H
Comments: Throughout this year, Ole has continued to develop both his leadership and management skills, demonstrated by his effectiveness at leading the Tsunami Risk Modelling Activity, which he took over from the start of this year. In addition to developing himself in line with GA work values, Ole has also paid significant attention to getting his head across the breadth of work within this Activity, in particular the palaeotsunami and deep-water hazard modelling.	
Overall Performance Rating	
H	

I recommend the pay point increase. **Y**

Nominated Manager's
Signature:


Trevor Dhu

Date: 6/2/08

Printed Name:

Trevor Dhu

Group Leader endorsement (or equivalent within ISB or Corp)


I recommend the pay point increase.

☒ **Y** ☐ **N**

Please provide comments on your decision to support or not support this application:

Ole's achievements in developing, validating and promoting ANUGA to a wide range of users ~~are~~ are outstanding. Over the past year ANUGA has moved from being a highly innovative code for expert users to a code that is accessible to experienced practitioners. Ole's leadership in this work has been excellent. The awards speak for themselves:

Group Leader's
Signature:



Date: 6/2/08

Printed Name:

John Schneider

Phone: x9667