



Merit Advancement Application Pay Point Application

Applicant's Name: David Burbidge

Application Details

I am currently at: Band 3 Level 5 Pay Point 2 Salary \$79,519

I am applying for advancement to: Band 3 Level 5 Pay Point 4 Salary \$86,008

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 a 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

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.

During the past 12 months I have led the development of a number of successful tsunami hazard and risk assessment projects for internal and external clients. The outputs I have produced over the last 12 months include:

- The WA tsunami hazard and risk assessment project for FESA (Fire and Emergency Services Authority, WA)
- The Southwest Pacific tsunami hazard assessment for SOPAC (Pacific Islands Applied Geoscience Commission)
- The national tsunami hazard assessment funded by EMA (Emergency Management Australia)
- The regional tsunami hazard and risk assessment for AusAID
- The tsunami scenario database project for the Australian Tsunami Warning Centre (lead by the Bureau of Meteorology Research Centre, BMRC)

In addition to this work, I have been the author or co-author for several journal papers and conference papers in a range of areas in earthquake and tsunami hazard assessment.

This work has been well received by the respective clients and has been integral to the extremely successful 12 months experienced by the tsunami hazard and risk assessment activity. During this period the activity has been recognised by several awards. Last year, the team jointly won (with EMA) the "Asia-Pacific Spatial Excellence Award" (APSEA) in the Spatially Enabled Government category. We have also been nominated for the EMA Safer Community award and may receive this in February 2008. At the 2007 AGM, the activity won the Team Influence award and I was also personally awarded the individual award for Excellence for my work in tsunami hazard assessment and warning.

FESA

Leadership

Strategic perspective and contribution; Leadership in specialist area; Leadership of People.

I have been providing the scientific leadership to the tsunami hazard activity over the last twelve months. Our work has been internationally recognised as innovative and novel and we have become one of the leaders in this field. Our reviewer from the USGS considers the FESA report (finished in early 2007) to be an excellent example of how to do a probabilistic tsunami hazard assessment.

I have also contributed significantly in scoping the future direction of the activity for the next 3 years. For example, I have successfully argued that the focus of the next few years should be on estimating the possibility of a catastrophic tsunami disaster on the east coast of Australia (the focus up until now has been primarily on the west coast of Australia) before we decide the long term future of tsunami hazard and risk assessment at GA.

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Management

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

During this period I personally managed a small team (1-2 research assistants) to produce the tsunami hazard outputs for the project. All our outputs have been complex scientific and computational tasks which have to be undertaken with limited resources and time, while still delivering high-quality outputs to our external and internal clients. This has involved considerable liaison with our internal and external stakeholders, such as BMRC, ATWS, FESA, EMA and the ANU.

Applicant's Signature: D. R. Burbidge

Date: 21 / 1 / 08

David Burbidge

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: David Burbidge Phone: x9761

Nominated Manager

Name: Ole Nielsen Phone: x9048

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

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

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: David is the number one scientist in the Tsunami Risk Modelling Activity and has been instrumental in the success of the team. The APSEA award, the AGM team award for Influence, David's individual AGM excellence award and the nomination for the EMA Safer Communities Award are all testimonies to David's achievements. Specifically, David has created a new methodology for tsunami hazard modelling and produced a range of tsunami hazard maps essential to virtually all tsunami outputs originating from Geoscience Australia. David's application for two pay points has my highest recommendation.	
2. Leadership	
Strategic perspective and contribution; Leadership in specialist area; Leadership of people	H
Comments: In addition to his significant achievements, David continues to operate at the strategic level and has provided critical advice to the JATWS, BoM, and within NHIP Tsunami Risk Modelling Activity itself. David's development and production of a novel methodology for tsunami hazard assessments was presented to NOAA by USGS as an example of how tsunami hazard assessments should be done. Moreover, David has provided leadership to several staff under his supervision as well as colleagues in the team.	
3. Management	
Managing self; Managing others; Management of project/work area/activity; Communication, liaison, negotiation and influencing skills	H
Comments: David has managed the entire process of producing the tsunami outputs. The production of the tsunami hazard outputs requires sophisticated IT and computational resources, and in the GA climate of uncertain and unreliable IT support for this type of work, David has nonetheless managed to deliver the products to a high standard and on time.	
4. Client Interaction	
Identifying client needs; Meeting client needs; Developing new ventures/projects/products	H
Comments:	

As a key player in the interaction between BoM and GA in the context of JATWS David has consistently engaged with Diana Greenslade and her colleagues to facilitate a joint approach to the development of tsunami warning scenarios. He has provided BoM with details of source modelling required and provided critical scientific reviews of the warning stratification scheme. David's work has also been very influential in the relationship between GA and the WA Fire and Emergency Services who immediately shifted the geographic focus of their tsunami awareness activities when they read David's report.

5. Corporate Contribution

Corporate awareness; Involvement in GA/ITR/APS/professional arena activities; Sharing expertise; Corporate information management

E

Comments: Effective by virtue of all David's achievements and willingness to share his expertise within the organisation and with stakeholders. David was the rapporteur for the "Australian Academy of Sciences High Flyers Think tank - Extreme Natural Disasters".

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:

David has consistently kept up with the bleeding edge of scientific literature to maintain a world class standard in his work and is consistently working to educate the rest of the team in his area of expertise.

Overall Performance Rating **H**

I recommend the pay point increase.



☒ Y

☐ N

Nominated Manager's
Signature:

Date:

21/1/17

Printed Name:

OLE NIELSEN

supported

TREVOR DHU
Project Leader

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:

David is an outstanding scientist and the recognition that GA has received for its work in tsunami inundation and hazard modelling are largely results of his technical leadership and expertise. He deserves 2 pay points.

**Group Leader's
Signature:**

John Schneider

Date:

6/2/08

Printed Name:

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JOHN SCHNEIDER
Group Leader

Phone:

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