



# Policy statement

## Performance Payment Policy - Eligible Employees

### Our Commitment

Queensland Rail operates a residual Performance Payment Scheme (“Scheme”) for Eligible Employees to recognise and reward exceptional performance in a given financial year. This Scheme functions on a grandfathered arrangement and as such, any contract issued after 1 July 2019 will not contain performance payment eligibility.

### What we will do

To meet this commitment, the Queensland Rail Board will:

- ensure the Scheme is clearly aligned with the strategic and operational goals of Queensland Rail outlined in the five-year strategic plan and annual operational plan and with Queensland Rail’s Values and Behaviours;
- apply the rules of the Scheme in a robust and consistent manner with organisational and individual key performance indicators (including stretch targets) approved by the Board for the relevant financial year;
- critically assess organisational and individual performance against prescribed key performance indicators (including stretch targets); and
- consider on an annual basis the achievement of the prescribed key performance indicators (KPIs) and, if appropriate, approve the subsequent distribution of any performance payments assessed against those indicators.

**Nick Easy**  
Chief Executive Officer