

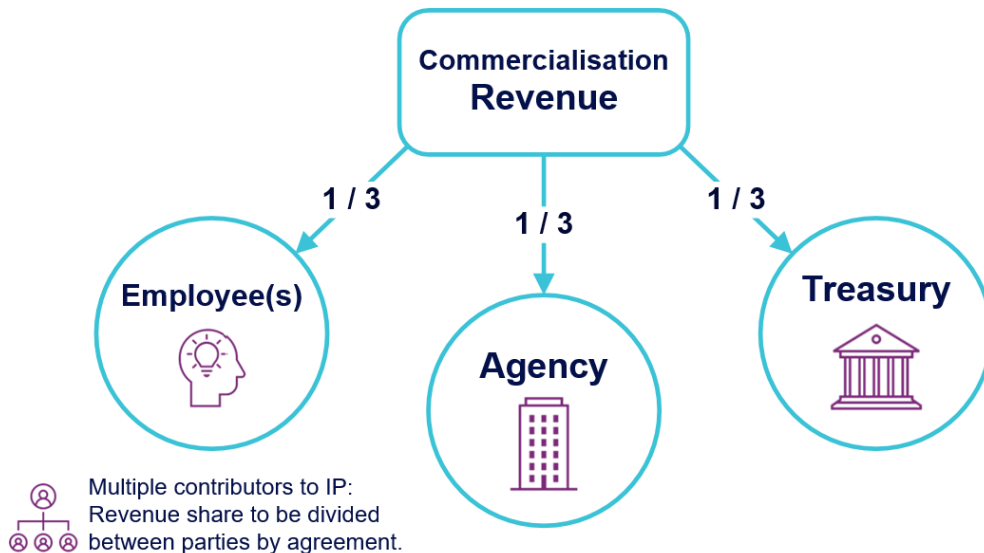
Benefit sharing and employee rewards

A: Benefit sharing models for consideration

See **sections 4.4** and **4.5** of the Discussion Paper for full details of the models for consideration.

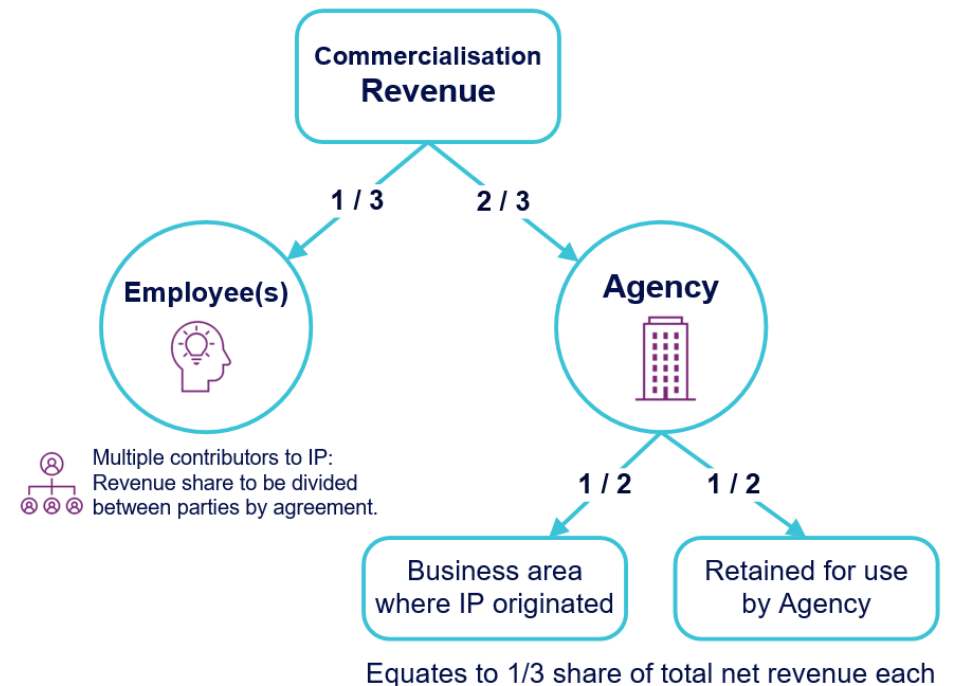
MODEL 1: Employee | Agency | Treasury

- Net revenue shared between the Agency, Treasury and Eligible Employees.
- Eligibility criteria applies:
 - e.g. eligible public sector employee, IP created in course of employment, employee made a direct and significant contribution.



MODEL 2: Employee | Business Unit | Agency

- Based on model employed by NSW Department of Health.
- 1/3 revenue shares between IP Creators, Agency and Business Unit where IP originated.
- Employee eligibility criteria would apply (same as Model 1).



How this model could be applied: (example only)

A researcher working in the Kings Park Plant Development program of the Botanic Gardens and Parks Authority contributes to the development of significant IP which is successfully commercialised. The commercialisation revenue could be paid as follows:



Tell us what you think...

Submit your feedback online by Friday 11 November 2022.

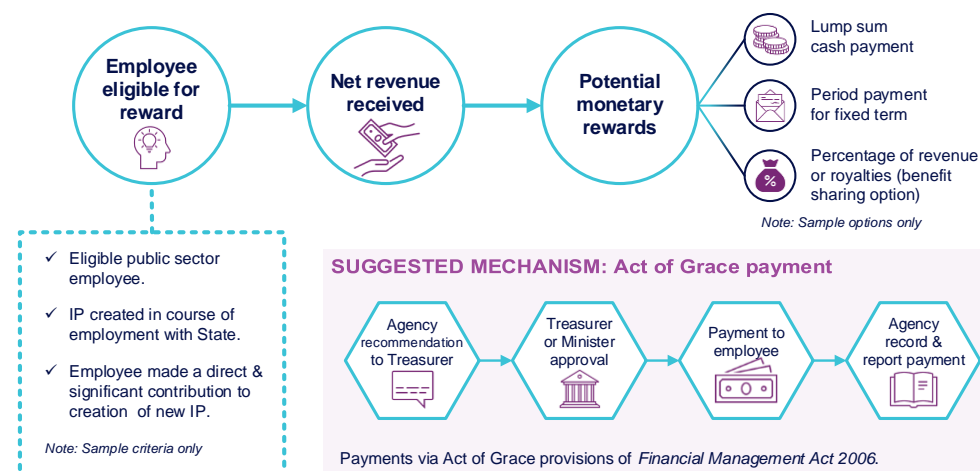
B: Reward models for consideration

See **sections 4.4** and **4.5** of the [Discussion Paper](#) for full details of the models for consideration.

Providing fair and appropriate rewards for public sector employees who make a significant and direct contribution to IP may encourage innovation and attract and retain talent across the WA public sector.

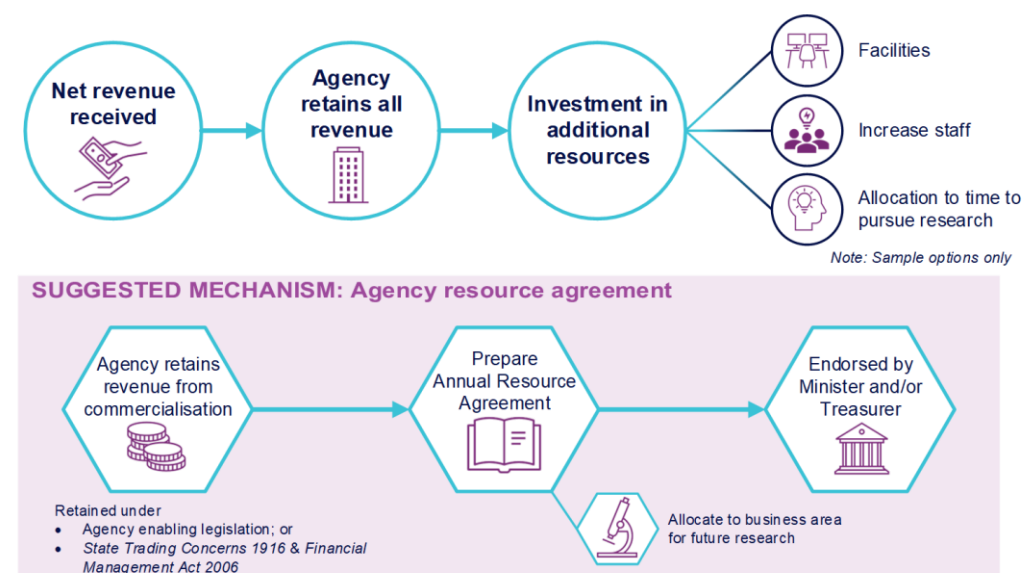
MODEL 1: Employee Monetary Rewards

- Monetary rewards limited to employees who create significant, inventive and valuable IP resulting in exceptional commercialisation revenue.



MODEL 2: Agency reinvestment

- Commercialisation revenue reinvested in research and development within the agency, including:
 - Staff time for research
 - Facilities and equipment
 - Additional staff
- No direct financial reward paid to individual employees.



Tell us what you think...

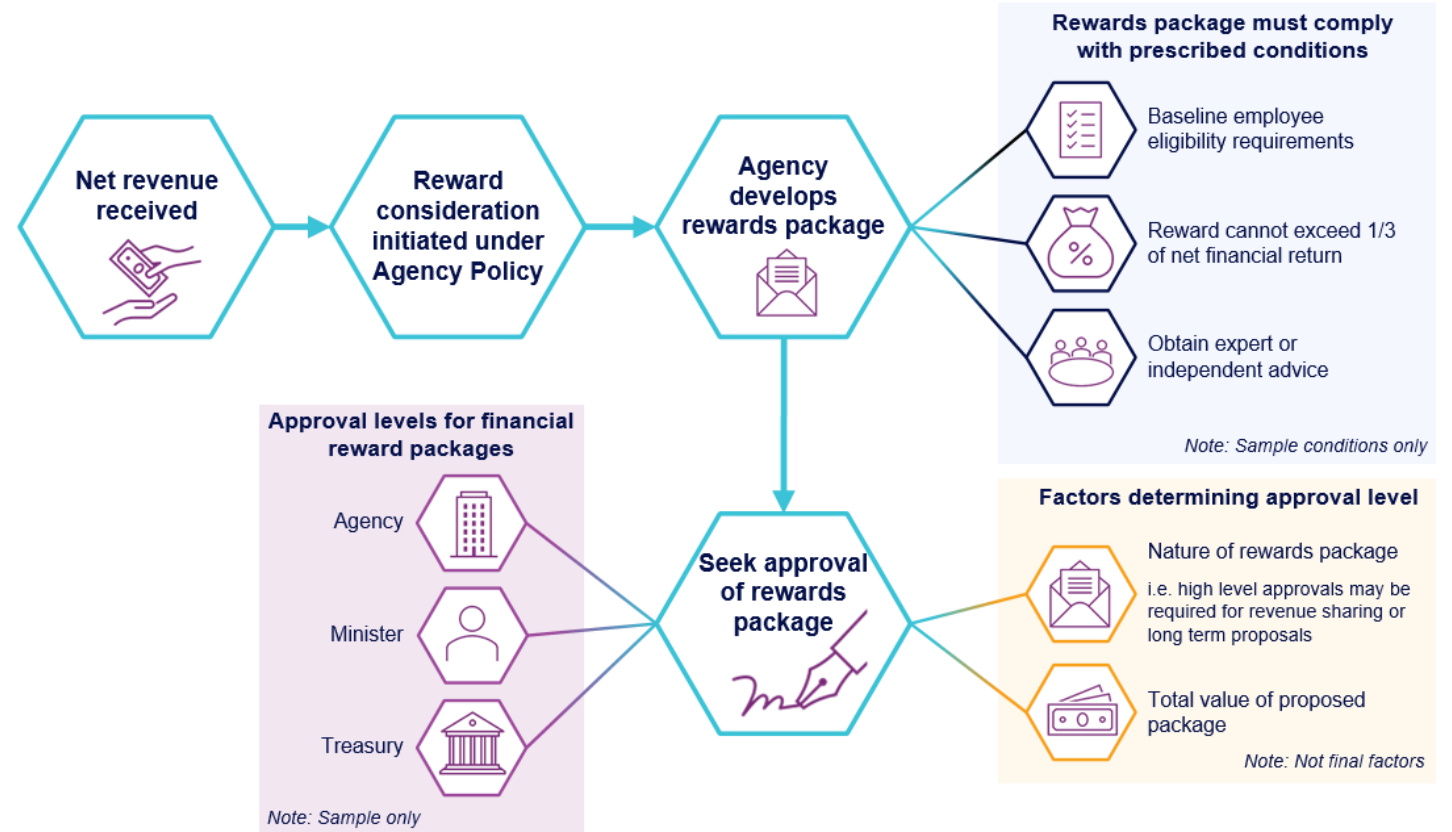
Submit your feedback online by Friday 11 November 2022.

B: Reward models for consideration

See **sections 4.4** and **4.5** of the Discussion Paper for full details of the models for consideration.

MODEL 3: Agency discretionary model for financial rewards

- Monetary rewards policy determined at agency level.
- Incorporates key elements from other jurisdictional models primarily from Queensland and South Australia.
- Prescribed conditions including:
 - Obtain appropriate expert input.
 - Rewards cannot exceed 1/3 of net financial returns.
 - Tiered approval processes based on nature and value of rewards package.
- May include benefit sharing models.



Tell us what you think...

Submit your feedback online by Friday 11 November 2022.