

## You'll love working at O group

As a community-based organisation that brings together the services of findstaff.biz™, NGT Tasmania, Business & Employment, Developing Potential Australia, Business Mentor Services Tasmania, CHOOSE employment, Big Bickies and CHOOSE Cafe, we have the resources, people and knowledge to find employment, training and business solutions for every Tasmanian.

**Working together we achieve more.**

We are committed to looking after our people. We encourage people to want to work with us and for those already with us, we want them to stay.

We know that happy, healthy and engaged people are more effective. That's good for our business, good for our clients and pretty handy for O group people too. Here's a few good reasons why people love working with O group:

## We want you to have fun

At O group we talk about *Fish!* a lot but you don't have to be an angler to be in the know. *Fish!* is a little book that has made a big impact on how we do things at O group.



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We're all better at our job when we enjoy our work. O group's *Fish!* committee of volunteer staff initiate activities that enhance our enjoyment in the workplace - events like *Fish!* morning tea's and mad *Fish!* months. Even our policies and processes are kept on an intranet called the Fishing Net!

But its not just about having fun - it's also about choosing how to be the best person we can, to best support those we serve and work with.

## We want you to be safe and well

The best motivation for staying healthy and safe at work is your life and loved ones outside of work. It's our job to make sure you get home safely each day so here's a few healthy resources to help make that happen:

### Get Walking

We all know we should exercise more, but we don't always get the time to do it. Our **Walk & Talk** program provides time to exercise at work. Each office has a Walk & Talk Leader who arranges a voluntary walk each week during office hours. It's also a great opportunity to chat with your workmates outside of the office.

### Fruity Mondays

Eating well makes you feel better. We provide access to fresh fruit on site every week from November through to March.

### Flu Shots

We provide access to a free annual flu vaccination program on site early each year, administered by a professional nurse. If you can't make it on site, we'll cover your doctor's bill.

### Filtered Water

Drinking water is good for you so we make sure you have

access to it. All offices are installed with water filters, apart from smaller sites where bottled water is provided.

### Drive Safe, Rest & Revive

Many of our staff travel around the state in work vehicles to service our clients. We have an ongoing defensive driving program in place along with a program to encourage you to take regular breaks while driving and grab a drink on us.

## We can be flexible

The most valued initiative we have, as voted by O group people is our workplace flexibility. We have a range of systems to support the ever changing and diverse nature of people's lives, such as:

- changes to start and finish times
- extending lunch breaks so you can get "other things done"
- provision to attend one-off events such as your child's school carnival, going for a surf or visiting a friend in hospital.

We apply an individual approach to each request and will consider any proposal. We can't always say yes, but we do our best to work out what is best for you, our clients and the organisation. Options are available for full and part time staff

## We support you

### Employee Assistance Program (EAP)

We all experience tough times where personal or work related issues affect our quality of life. Left unresolved, these issues may damage your health, wellbeing and your work performance. Our EAP offers free, confidential and

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professional counseling services for you and your family. O group has developed a partnership with Relationships Australia to provide this service.

### Indigenous Mentoring Program

Cultural diversity and the contribution of our Indigenous employees are important to O group. If you identify as an Indigenous Australian and experience personal, work or cultural related issues which are affecting your quality of life, then we'd like to help. O group has developed a partnership with Circular Head Aboriginal Corporation (CHAC) to provide a professional and confidential mentoring service specific to the needs of Indigenous Australians.

### Phased Retirement

We value people with experience. Our workplace supports our mature team members as they near and enter into retirement. Maybe you just want to "retire a little". To help navigate the transition from work to retirement more effectively, we talk about your plans.

employer  
of choice

Employer of Choice

O group is a proud recipient of the State Government's Employer of Choice award, along with other recognised Tasmanian businesses including WHK, Sinclair Knight, Merz (SMK) and University of Tasmania Cradle Coast Campus.

### We listen to you

Even healthy organisations need a regular check-up. We run an annual organisational health check, by way of a confidential staff survey, to provide every member of

the team an opportunity to have their say on a whole range of work-related issues.

The results are shared with everyone and you are given the opportunity to participate in focus groups to discuss any issues that may arise. We're only as good as our last check-up so we depend on our health check to keep us in touch with how you are thinking and feeling.

### We want you to grow

We offer career paths, development opportunities and access to formal qualifications. If you grow - we grow!



### And there's more....

Things change quickly around here so it's hard to list everything we do but here's a few more:

- "casual for a cause" on the last Friday of every month to raise funds for staff selected charities
- time during work hours to donate blood
- we have a purchased leave system where you can "buy" additional leave

We like new ideas too. Let us know if **you** think there's something we could be doing to make this a better place to be!

### From the Big Fish

O group firmly believes that *our people* are the most valuable resource we have.

Serving people is central to our work so it's important to us that we find the right people for our work force whose values align with ours.

As a community service organisation, we can't compete with big industry attractions. However, we attract great people by offering jobs that really make a difference in the communities we serve.

We're fans of results-orientated people. We firmly believe that working together we achieve more for the community, our clients and ourselves.

In the workplace, we are all responsible for making it a great place to work. We support this by providing a flexible work-life balance and plenty of opportunities to help you feel valued, supported and listened to.

If you're an existing employee, thanks for being part of our team, if you're not, maybe you'd like to join us!

Cheers....AB  
CEO O group



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