

CREATE

A great place to work

A culture that values employees

CREATE Foundation is committed to making our organisation a great place to work by ensuring that employees are motivated and supported to reach our strategic plan goals. To enable a workplace culture that values employees for their contribution to improving the lives of children and young people with a care experience CREATE is committed to providing a positive environment that enriches wellbeing and rewards performance.



Rewards and acknowledgement for excellence

- Annual Performance Awards to acknowledge teams and individuals reaching organisational goals within four categories – Connect, Empower, Change and Overall Winner



Workplace benefits

- Safe and supportive working environment
- Employee Assistance Program – for staff and family members
- Opportunities for professional development through internal mandatory training and external training
- Access to Advisory and Planning Meetings for Leadership Committee Members and State Program and Engagement Coordinators
- Regular scheduled supervision and catch ups with Line Managers



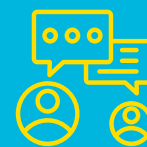
Financial benefits

- 3 days additional leave per year (for permanent staff), between Christmas and New Year
- The opportunity to salary sacrifice
- 5, 10, 15, 20 year Anniversary reward for permanent staff at \$3,000 which can be taken in monetary value, superannuation or training and travel



Health and wellbeing

- Flexible working hours (Modern Award), ensuring sustainable work life balance
- Regular opportunities to provide feedback and suggest ways of improvement – through various mediums including quality assurance process, team meetings, State Program and Engagement Coordinator teleconferences, Influencing Committee, Annual Review process and the Staff Engagement Survey
- Spontaneous morale boosters and fun activities/challenges
- Teams support one another – with an aim of having cohesive teams and positive morale across the organisation



Communication

- Keeping employees regularly informed
- Creating room for innovation and fun and celebrating our success through social media and our internal comms systems
- Informal communications via Chief Executive Officer “Update” that encompasses staff achievement and also provides useful information across business areas.