



REWARDS AND RECOGNITION

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REWARDS AND RECOGNITION



When you join the OzHarvest family, we welcome you with open hearts to a “workplace” where you can bring your full selves to work. It's a place where we hope you can feel nourished, inspired and nurtured to deepen your sense of purpose!

We believe that OzHarvest is a pretty magical place where magnificent people do extraordinary work each and every day, and one that offers some work perks that we're very proud to share with all of our family members!

If you have any questions about these work perks, please feel free to contact:
peopleandculture@ozharvest.org

**SALARY
PACKAGING**

LEAVE

**HEALTH &
WELLBEING**

**LEARNING &
DEVELOPMENT**

**CONNECTION &
ENGAGEMENT**

SALARY PACKAGING



As a Public Benevolent Institution (PBI), OzHarvest provides all employees with the option to access Salary Sacrifice arrangements as a way to increase your take-home pay. The more you salary package, the more you'll increase your take-home pay. The top three most popular expenses to salary package are:

General living expenses

You can nominate up to \$15,900 per Fringe Benefits Tax (FBT) year of your pre-tax income to cover your regular expenses such as:

- Rent or mortgage payments
- Credit card and personal loan payment
- Household utilities such as gas and electricity
- Any general living expenses such as groceries, clothing, petrol

Entertainment Benefits

You can also nominate an additional \$2,650 per FBT year to cover entertainment expenses such as:

- Dining expenses
- Taxi fares to and from the restaurant
- Holiday accommodation
- Reception venue hire and catering costs

SALARY PACKAGING



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Buying a car with a Novated Lease

You can reduce your pre-tax income to cover the cost of purchasing and running your own car.

Maxxia is the company that administers our salary packaging and they can provide you with advice about your personal circumstances, calculators that show you how salary packaging works and offer additional benefits to staff

Other Benefits – Our payroll system, Employment Hero, provides our employees with access to discounted vouchers and access to InstaPay. InstaPay allows you as an employee to access a portion of your earned wages before your official pay day. The amount you as an employee can access per week is up to \$250 from your future earnings.

LEAVE



Gratitude Leave* – Each year we recognise the contribution and impact of each and every one of our people at OzHarvest. It's important to take a break in between Christmas and New Year to re-energise and spend time with loved ones. To express our gratitude, we offer our staff additional paid leave for this period. Whether that be 3-5 days, depending on the public holidays, you will be paid that in addition to your usual paid leave for public holidays.

Birthday Leave* – Your birthday is worth celebrating, so we provide an additional day of paid leave for you to take off during your birthday week. Happy Birthday!

Parental Leave* – Employees who have been with us for 12 months or longer receive 8 weeks paid leave as a primary carer and 4 weeks paid leave as a secondary carer. Built into our Parental Leave Policy is flexibility to ensure that all parents can nurture their growing family, whatever shape that family may be.

*(*Leave Applicable to Part-Time & Full Time Staff only – our casual employees receive payment in lieu of entitlements)*

HEALTH & WELLBEING



OzHarvest knows that our people's health & wellbeing is important. Most importantly, we are committed to creating and maintaining a supportive and nurturing culture, one that connects our people to our purpose and values of Connected by a Cause, Boldly Courageous, Nourish and Grow and With Gratitude. Our commitment is to ensure that our people feel a great sense of belonging and connection. Our offerings include:

- **EAP** – All employees have access to our Employee Assistance Program. Converge International provides the employees of OzHarvest with confidential support in areas such as family, legal, relationship, career, nutrition and finance.
- **Virtual Gym Classes** – We have access to an online physical wellness program with classes including disco, pilates, yoga and cardio.

LEARNING & DEVELOPMENT



We take our Nourish & Grow value very seriously and we want to ensure our people have an opportunity to feel nourished in their roles and have growth opportunities, so that they can continue to nourish our communities! We offer all employees access to our online development program that focusses on both personal and professional development and growth. The 5 streams are:

- Learning Culture
- Flourishing at OzHarvest
- Lead with Purpose
- Be a Good Human
- Skill up, be even more awesome

We also provide our people with the required training for the jobs they do, create development plans from their Continuous Conversations, plus they have access to other wonderful training and learning from our partners and networks.

CONNECTION & ENGAGEMENT



Being Connected by A Cause is what unites us at OzHarvest and we aim to keep our people connected at every stage of their employee journey. From recruitment to induction and onwards, we work to ensure that our employees feel valued and heard. We do this in a number of ways:

- **Diversity & Inclusion** – OzHarvest is committed to providing an inclusive workplace and supporting a diverse workforce. It is through this commitment that we encourage and welcome applicants from all backgrounds to apply. At OzHarvest, our BIG (Belonging & Inclusion Group) and peer networks are currently working on the following plans:
 - Reconciliation Action Plan (RAP)
 - Disability Access and Inclusion Plan (DAIP)
 - LGBTIQ+ Engagement Plan
- **Vibes Surveys** – We conduct organisational wide surveys 4 times a year, listening to the input of our people on important matters around strategy, wellbeing and employee needs. In addition to this, our managers connect regularly with their team through Continuous Conversations, team meetings and events. Our people's contributions matter!

CONNECTION & ENGAGEMENT



Connection Events – We have a calendar packed with opportunities to connect to learning, innovation and one another. These are done online as we connect around the country. They are all recorded too, so you can watch them at any time. These include:

- **Family All-Ins** – quarterly organisational meetings to hear from the CEO, leadership team, employees and guest speakers
- **Innovation Sessions** – guest speakers regularly provide information on things happening in our industry and beyond
- **Feel Good Sessions** – regular themed sessions that provide a chance to connect with each other
- **Words of Wisdom** – presentations shared from our CEO and MTeam

CONNECTION & ENGAGEMENT



Constant Communication – We are committed to keeping our communication avenues open and transparent. Our CEO and MTeam communicate to the organisation regularly. Our internal communication platform, Slack, is full of great channels to share the love, connection, photos and news of OzHarvest. #oz-daily, #club-feelgood and #oz-news are popular channels. Sharepoint is our internal platform, our library to access tools, policies and templates to help you throughout your journey at OzHarvest.

Family Work Perks – We recognise that OzHarvest is a pretty special place where so much impact is created. There are opportunities throughout the year to bring your friends and family to share with them your place of work. Register to have a member of your family or a friend see your workplace and perhaps sign them up to volunteer for a special hamper packing afternoon, a cooking for a cause session or a van ride to truly experience the magical work of OzHarvest.