

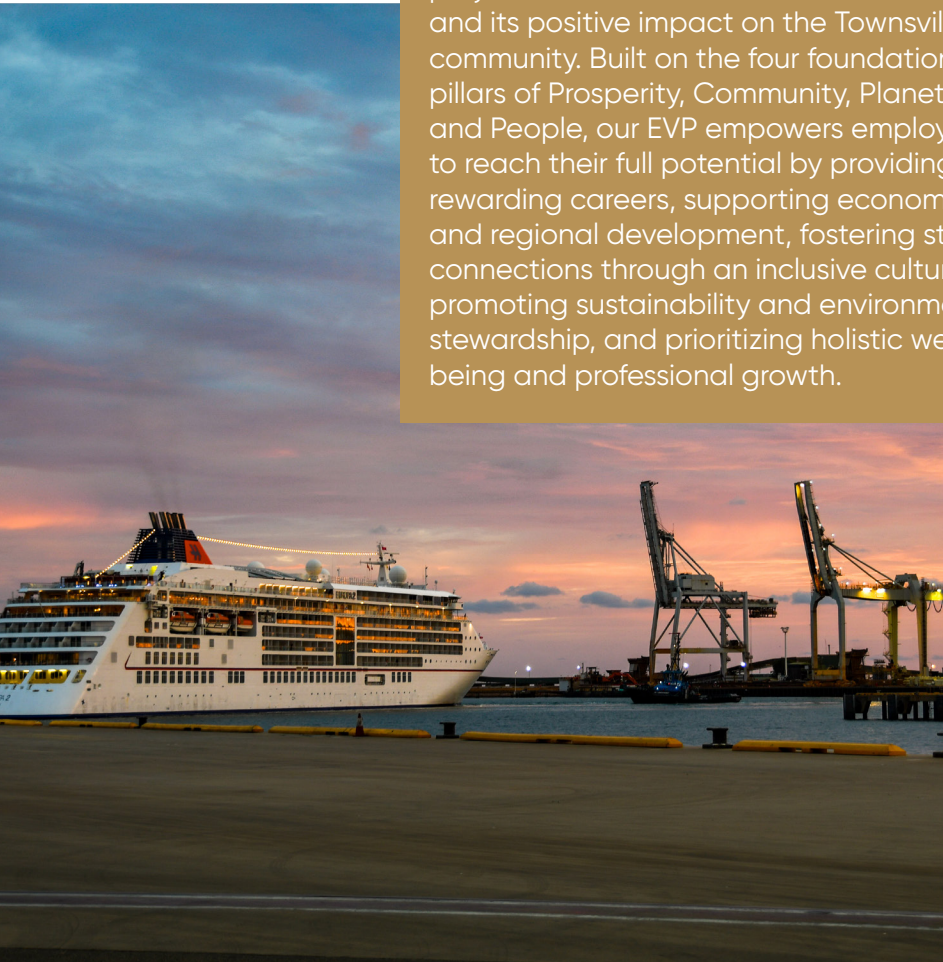


*Employee*  
Value  
Proposition





Our Employee Value Proposition (EVP) defines the unique benefits, experiences, and opportunities we offer to employees in exchange for their skills, commitment, and contributions. It reflects our dedication to fostering a dynamic, inclusive environment where employees can excel, grow, and play a vital role in the Port's success and its positive impact on the Townsville community. Built on the four foundational pillars of Prosperity, Community, Planet, and People, our EVP empowers employees to reach their full potential by providing rewarding careers, supporting economic and regional development, fostering strong connections through an inclusive culture, promoting sustainability and environmental stewardship, and prioritizing holistic well-being and professional growth.





# *Inclusive Culture & Diversity*



## **EMPLOYEE ENGAGEMENT**

Year-round events, such as All Staff Lunches, Excellence Awards, Family Days, and Wellbeing events, fostering a sense of community.



## **DIVERSITY, EQUITY & INCLUSION (DEI)**

Focus on creating an inclusive culture with DEI plans, cultural awareness training, and promoting an accessible work environment.



## **EMPLOYEE SURVEYS & FEEDBACK**

Regular surveys and one-on-one meetings to gather feedback, implement suggestions, and demonstrate leadership's commitment to employees' needs.



## **ACCESSIBLE WORKSPACES**

Inclusive workspaces with accessible workstations and modern technology to support all employees, including remote workers.



## **DIVERSITY IN ENVIRONMENTAL PROGRAMS**

Involvement in projects promoting both environmental and social sustainability, like planting culturally significant plants for Reconciliation Week.



## **TRANSPARENT COMMUNICATION CHANNELS**

Open communication from leadership on company goals, challenges, and successes, building trust and alignment with the company's direction.

# Physical & Mental Well-being



## FITNESS PASSPORT

Access to various fitness facilities, helping employees stay active and healthy at convenient locations.

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## HEALTH INSURANCE



Corporate health insurance options with Bupa and Queensland Country Bank, offering comprehensive healthcare coverage.

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## ANNUAL HEALTH CHECKS & VACCINATIONS

Regular health checks and vaccinations to support early detection and long-term wellness.

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## SKIN CHECKS

Regular skin cancer screenings to detect potential skin issues early for better prevention and treatment.

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## SOCIAL CLUB & UNIONS

Opportunities for social engagement and collective bargaining, fostering community and support.

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## WELLNESS PROGRAMS

Health and wellness initiatives, including fitness challenges and sustainability-themed workshops, promoting physical and mental well-being.





# Work-Life Balance & Flexibility

## **Hybrid & Remote Work**

Flexible work arrangements, allowing employees to choose between in-office, hybrid, or remote setups to balance personal and professional life.

## **Flexible Working Hours**

Options for employees to structure their workday around personal needs, ensuring work-life balance.

## **Leave Entitlements**

Generous vacation and sick leave policies to support employees' rest, recovery, and well-being.

## **Family & Carers Leave**

Parental leave and family-friendly policies, providing time for personal and family matters.

## **Work Schedules**

Flexibility with RDOs, TOIL, and various employment types (full-time, part-time, casual) to manage work-life balance.

## **Overtime**

Fair compensation for overtime, with flexible scheduling to balance responsibilities.

## **Superannuation**

Contributions through QSuper to support employees' retirement with competitive plans.

## **Full-time, Part-time, & Casual Employment**

A range of employment options for flexibility based on individual circumstances.

## **Enterprise Agreements**

Formal agreements outlining employee rights and benefits, ensuring fair work conditions.

# Career Growth & Advancement

## **Employee Involvement in Sustainability**

Employees can engage in environmental projects like seagrass monitoring, mangrove restoration, and beach clean-ups.

## **Carbon Literacy Training**

Training to enhance employees' understanding of climate change and sustainable decision-making.

## **Sustainability Research Projects**

Opportunities for employees to participate in research on marine biosecurity, climate change, and renewable energy.

## **Employee Decision-Making**

Channels for involvement in decision-making through surveys, meetings, and committees.

## **Autonomy in Role**

Flexible work hours and self-managed teams to allow employees control over their work.

## **Idea and Innovation Platforms**

Channels for idea-sharing and innovation, with rewards for contributions.

## **Leadership Development**

Programs offering leadership training, mentorship, and project leadership opportunities.

## **Flexible Work & Growth**

Flexible work arrangements and professional development programs.

## **Cross-Functional Collaboration**

Encouraging inter-departmental collaboration to broaden skills and foster ownership of projects.





### ***Empowerment Workshops***

Training to build confidence, self-advocacy, and decision-making skills.

### ***Port Innovation Experience***

Opportunities for employees to collaborate on solving challenges through innovation.

### ***Innovation & Technology***

Providing essential technology tools for all new employees.

### ***Training & Education***

Access to conferences, seminars, and professional development resources.

### ***Role-Specific Training***

Mandatory training like CPR, First Aid, and Fire Extinguisher certification.

### ***Internal Learning Platform***

Ongoing personal and professional development resources.

### ***Personal Development Funding***

Financial support for approved external learning opportunities.

### ***Mature Entry Pathways***

Equal opportunities for school leavers and mature-aged candidates through structured entry programs.





# Recognition & Rewards

## Employee Excellence Awards

Recognising exceptional employee performance and contributions to organisational success.

## Sustainability Achievement Awards

Internal awards for employees making significant contributions to sustainability goals and eco-friendly practices.

## Green Practice Incentives

Rewards for employees who propose or implement energy-saving or waste-reduction initiatives.

## Higher Duties & Promotions

Career growth opportunities through project work, temporary assignments, and promotions for employees excelling in their roles.

## Port Innovation Award

Recognising creative problem-solving and forward-thinking through the Port's Annual Innovation Award.

## Recognition for Initiative

Rewarding employees who take initiative or exceed expectations, especially when aligned with company goals or innovation.



# Partnerships

## **Community Initiatives**

Opportunities for employees to engage in volunteer programs like Mission to Seafarers and Community Liaison Groups.

## **Industry Networks & Stakeholder Groups**

Employees can join working groups and forums focused on sustainability challenges in the maritime industry, gaining valuable insights and professional connections.

## **Work Experience & Careers Expos**

Employees gain hands-on experience and network with potential employers at career expos.

## **Recognition for Community Involvement**

Acknowledging employees' participation in local conservation or climate action projects, celebrating their commitment to sustainability.

## **Volunteer Programs**

Paid time off for employees to take part in sustainability projects like turtle habitat restoration and tree planting.

## **Engagement in Local Conservation**

Encouraging employees to join conservation activities, such as planting native species and supporting environmental restoration.

## **Cross-Cultural Collaboration**

Employees contribute to projects with Indigenous groups, promoting cultural respect and environmental stewardship.

## **Sustainability Partnerships**

Employees collaborate with local institutions like James Cook University and the Australian Institute of Marine Science on environmental research.

## **Environmental Education for Schools**

Partnering with local schools to provide eco-education programs, with opportunities for employees to mentor students.





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