

# Life Balance Case Study Hydro Tasmania

**Culture Development**

**Mentoring**

**Values driven**

**Volunteering program**

**Diversity & Inclusion**

**Safety Culture**

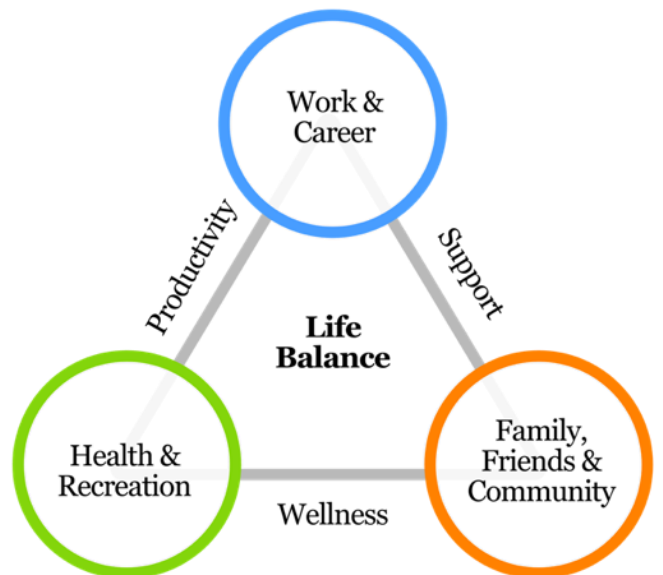


## Hydro Tasmania

Hydro Tasmania is Australia's leading renewable energy business, celebrating 100 years of operations in 2014. The organisation's values provide direction and clarity to staff in their daily tasks of making decisions, achieving goals, delivering services, working together and caring for the environment.

Life Balance at Hydro focuses on equipping employees with information, benefits, programs and tools to enhance their work experiences, at every stage of life.

Committed to making a genuine difference in the community, Hydro Tasmania provides a wide range of strategies and programs leading to its recognition as an Employer of Choice in Tasmania.



# Genuine Cultural Development

As a major part of Tasmania's history, Hydro Tasmania takes seriously its community responsibility to support its people and their families. Its five year Culture Development initiative focuses on continuing to shift the leadership and collective culture to support its strategic objectives. This is done through changes in behaviour, processes and structures, so it can continue to deliver on its customer experience.

More specifically, it's about developing a work environment that attracts, supports and retains amazing people. This is achieved through the promotion of diversity and inclusion, genuine connection and a life balance.

## Realised Business Benefits

- **Rewards** that reinforce our workforce's efforts
- Greater **capability balance** through good people management
- Medical focus on **worker's health**, with flow on benefits to families and entire workforce
- Potential of employees is realised through **full contribution** within the business
- Employer of Choice ensures **quality recruits** including graduates and apprentices
- Happy employees create an improved **customer experience**



## Realised Staff Benefits

- Clear expectations **reducing unresolved conflict**
- Health awareness **improves knowledge** of personal needs
- **Happy workers** take that home to their families
- Exercise program **improves productivity**
- Ability to contribute in a **meaningful** way
- Resilience and capacity to **self-regulate** stress
- Flexible arrangements **reduce barriers** to parenting and non-work life pursuits
- More experienced employees **continue to add value** and contribute through mentoring

## Strategies and Principles

### Healthy Hydro Program

- In-house services - health checks with experts
- Free flu vaccinations and fitness assessments
- Health & wellbeing seminars
- Mental health support; managing stress, change and resilience

### Diversity & Inclusion Strategy

- Diversity champions
- Supporting inclusion at all life stages
- On-boarding programs
- Mentoring
- Focus on behaviour, mindset and choice

### 'We Care' Program

- Respect and passion for our community
- Range of benefits and offerings
- Flexible time provisions, job sharing, rostered days off and nine day fortnight
- Study assistance policy with financial assistance
- Transition to retirement support
- Sporting, cultural and purchased leave provisions



Produced by AIM with selected Employers of Choice