

Life Balance Case Study RBF

Strong leadership

Output focused

Health & Wellbeing

Engagement

Genuine flexibility

Continuing excellence

Learning culture

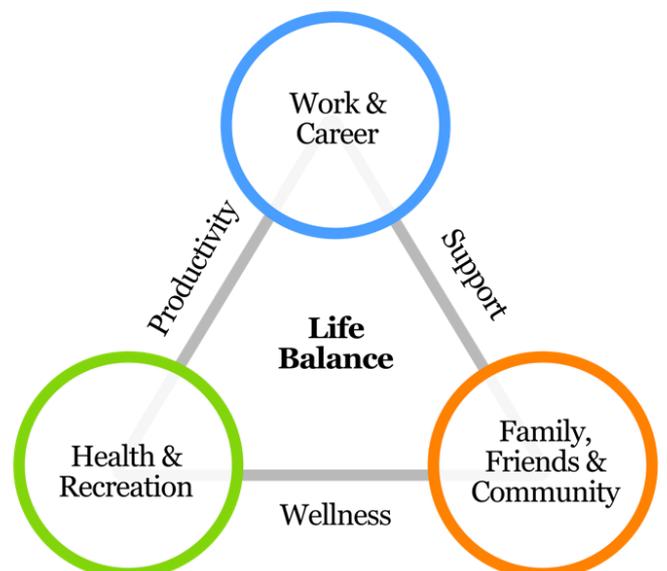


RBF Tasmania

The Retirement Benefits Fund Board (RBF) is Tasmania's public sector superannuation fund. It provides superannuation products and services to Tasmanian Public Sector employees and their partners.

Established in 1904, Tasmanian-owned RBF is one of Australia's leading superannuation schemes and offers a number of contribution options and benefits.

RBF's People Strategy has been a key driver in making RBF a great place to work. Employees have access to diverse and wide-ranging benefits and development opportunities, as well as an extensive health and wellbeing program that covers physical, mental, financial and nutritional health.



We give the best to get the best

Despite the many challenges RBF has experienced, it has established and maintained a culture of high performance through supporting its people to be their best. The Continuing Excellence support program was developed to support staff through change and uncertainty, while maintaining a high performance culture.

RBF has followed a strategic approach to managing staff through change rather than attempting to deliver a large number of loosely connected initiatives. The key elements of the Continuing Excellence program include: Health & Wellbeing, Employee Engagement and Learning & Development.

Realised Business Benefits

- Improved **attraction and retention** of exceptional people – experienced very low turnover in periods of significant change
- Higher **customer satisfaction**
- **Increased productivity** and ability to lead staff who are happy and healthy
- High level of **motivation and engagement**
- **Low absenteeism** rate
- Achieving **broader business goals**
- Sound outcomes in **training and coaching**



Realised Staff Benefits

- Mental and physical **balance**
- Less stress and higher rates of **resilience**
- Higher levels of **energy** for work and home
- Higher level of **empathy and awareness**
- **Better self belief** and ability to take control
- Flexibility allows for **stronger home relationships**
- Mobility of infrastructure allows staff to undertake tasks **from the office or home**

The implementation of the above strategies requires a longer term commitment to achieving outcomes. RBF's integrated approach to life balance secured tangible returns after 3-4 years.

Strategies and Principles

Health and Wellbeing Program

- Yoga classes and skin checks
- Team challenges, setting of health goals
- Lunchtime workshops - resilience, sleep, etc.
- Week of free healthy winter warming soups

Learning and Development

- Personal and professional development
- Career planning
- Motivators, stress profiles, personality profiling
- Lunch & learn series

Flexible Working Arrangements

- Succession planning
- Reduction of hours
- Working from home
- Focus on output - rather than tasks

Continuing Excellence

- Managing staff through uncertainty while maintaining productivity and engagement



Produced by AIM with selected Employers of Choice