



desert
channels
QUEENSLAND

DCQ

ATTRACTING & RETAINING STAFF

PROGRAM

INVESTING IN RECRUITMENT & RETENTION

Loss of skilled staff is one of the biggest costs to an organisation. It can result in loss of corporate knowledge, changes in relationships, loss of morale, as well as significant fiscal cost to replace them.

Staff turnover can happen for a number of reasons, however studies show that through good management and by investing in an organisation's biggest asset – its staff, good workers can be retained.

This program aims to ensure that once staff have been employed by the group, they are retained, continuing to satisfy their work needs through a well-established, positive and vibrant culture within the organisation.

Proactive investment into retaining staff can quickly be recouped. Employee satisfaction is directly linked to productivity. The cost of replacing staff can include new-hire training, recruitment costs and time, productivity cuts as new hires come up to speed, and potential bad hires.



BUILDING A GREAT CULTURE

Culture is key to retention of staff. We want you to enjoy coming to work every day! An integral part of this is staff benefits and incentives to shower appreciation, and to ensure the organisation acknowledges and rewards staff for their team and individual contributions. DCQ aims to satisfy staff by involving their input on a regular basis when establishing and reviewing organisational values, as part of our Strategic Planning process. Currently the values of DCQ are;

- Trust, honesty, and integrity
- Diversity and inclusivity
- Community engagement and contribution

These values are consistently monitored within the organisation in several processes, including our individual performance appraisals, which are conducted annually.

In addition, as part of the governance of the organisation, the DCQ Board monitors adherence and reviews the organisational values on a regular basis as part of the quality assurance program.



BENEFITS

As an industry-leader in the NRM sector, Desert Channels offers:

- Friendly community
- Helpful and knowledgeable staff
- Largest NRM region in Queensland
- State of the art innovation and technology
- Excellent work-life balance

There are several additional benefits offered to staff to financially reward them for continuing to work with DCQ. These are formalised in employment agreements and include:

- Five weeks annual leave. One week is taken as compulsory office shut down over the Christmas/ New Year period and the remaining at agreed times
- Additional optional superannuation (at the request of the employer)
- Remote location allowance (available through taxation system)
- Individual training and development program
- Annual performance appraisals and merit-based salary increases
- Performance bonus for senior management staff when exceeding performance
- 12.75% Superannuation
- Relocation expenses covered (capped)
- Remote benefits (mobile, rent, mortgage, interest, electricity)

There is also the opportunity to escape the hustle and bustle of city life and experience the true heart of Australia. With endless horizons and boundless possibilities, come and discover why the Outback is the place to live.

Outback living offers a unique and rewarding work-life balance. Benefits include:

- Quiet, community-driven lifestyle
- Rodeos, races, shows, music and arts festivals
- Beautiful landscape – sweeping sunsets, blue skies
- Friendly, safe community
- No traffic, fast commutes
- Affordable real estate
- Plenty of clubs, sports and recreational activities

INCENTIVES

In addition to the benefits outlined above, the CEO has been delegated the ability to award small incentives to staff acknowledging both outstanding work and loyalty to the organisation. This recognition helps staff feel valued and appreciated while also encouraging lesser performing staff to improve their performance.

RETENTION TARGETS

As a commitment to our retention goals, we annually conduct a staff satisfaction survey and track our progress. We aim to exceed industry standards and to reach the following targets.

I'm proud to work at DCQ	-80%
I would recommend DCQ as a great place to work	-80%
I rarely think about looking for another job	-70%
I see myself working at DCQ in 2 years' time	-70%
I know what I need to do to become successful in my role	-90%
I receive appropriate recognition when I do good work	-80%



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