



**2021 Best Places to Work**  
**A Benchmarking Study by WRK+**  
Insights

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## Creating a meaningful workplace experience for the future.

Australian employees have had a rough ride over the past 18 months. The COVID-19 crisis has turned their world upside down, both at work and at home. Where we work, the way we work, even if we work, has changed for most of the workforce. We are in the middle of a global crisis, and we may not even realise when it comes to an end. While we seem to get caught up in debating if and how the crisis will forever change the future of work and workplaces, it is important that we also focus on helping employees land on their feet and readjust in this constantly evolving situation.

Something that has not changed over the last 18 months is that employees want to be engaged with their role and organisation, collaborate with their team members, and upskill themselves. What has changed in the last 18 months is that these experiences now happen without the social structures of an office.

Understanding how employees feel, and how it is affecting their performance today has been a focus of the 2021 Best Places to Work. An engaged, motivated team is a productive team. On average, the Best organisations increased their headcount by 9.35% and revenue by 25% over the last 12 months.

Employee experience will be a crucial factor in business success after COVID-19.

Its importance is too great to be left to just HR leaders or any one department to manage. It is something that must be woven throughout the organisation and sustained throughout the employee lifecycle if the benefits are to be earned.

The best leaders will find that if they invest in employees, employees will invest in them.

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2021 Best Places to Work  
Benchmarking Study Insights



# The 2021 Best Places to Work At A Glance

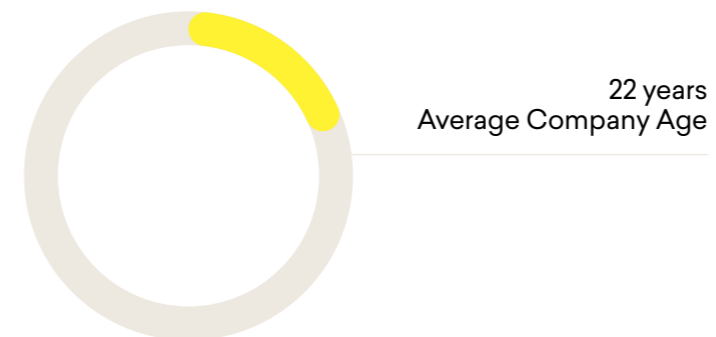
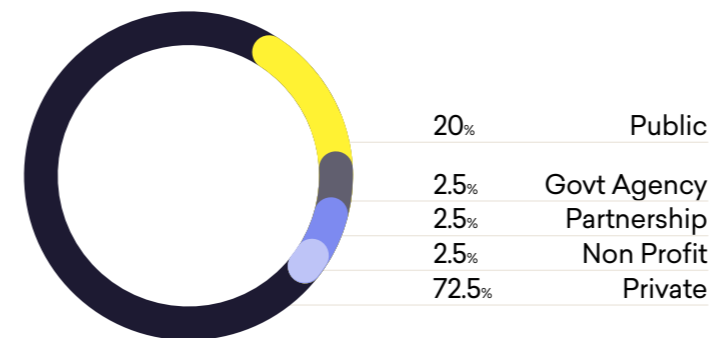
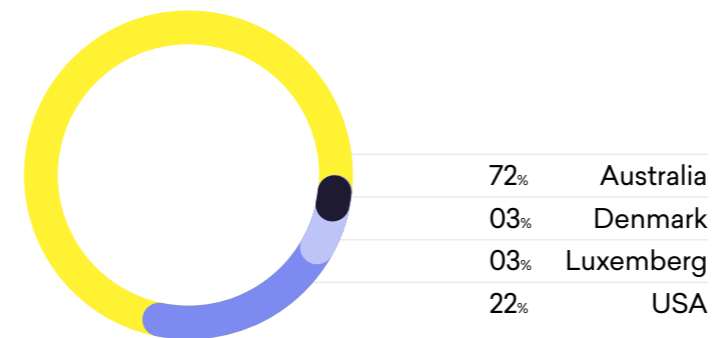
## Organisational Headquarters

28%

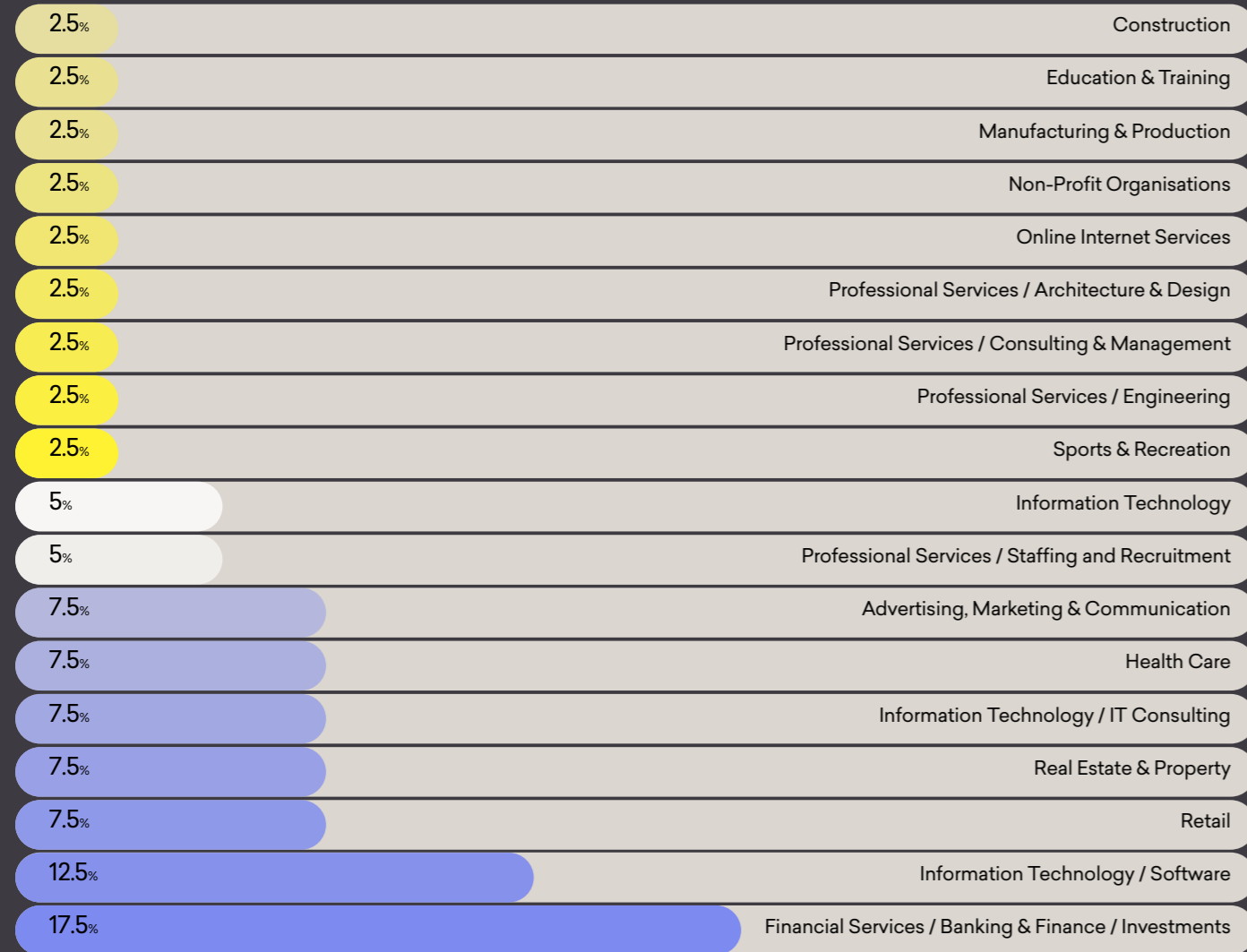
Australian headquartered multinational companies.

25%

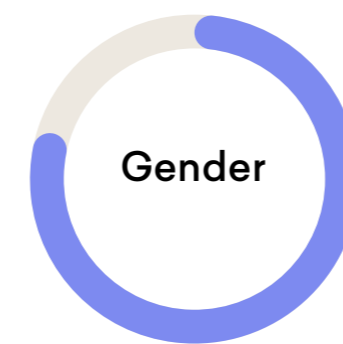
Revenue growth in last 12 months



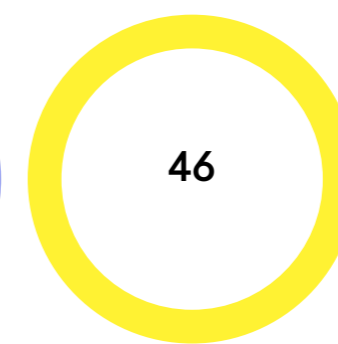
## Industry Sector



## What does a typical CEO at the best look like?



82.5% Male  
17.5% Female



Average Age

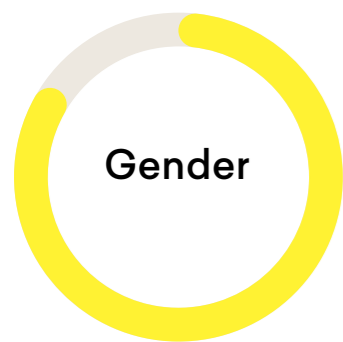


20% Externally Hired  
37.5% Founder  
42.5% Promoted

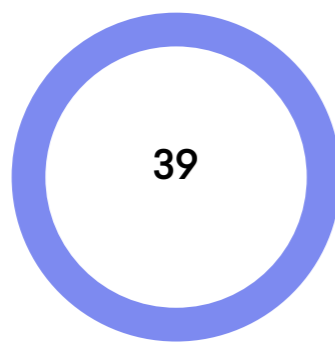


If promoted from within, how many years were they with the organisation before being promoted to head of organisation in Australia.

What does a typical HRD at the best look like?



12.5% Male  
87.5% Female



Average Age



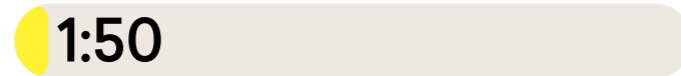
55% Externally Hired  
45% Promoted



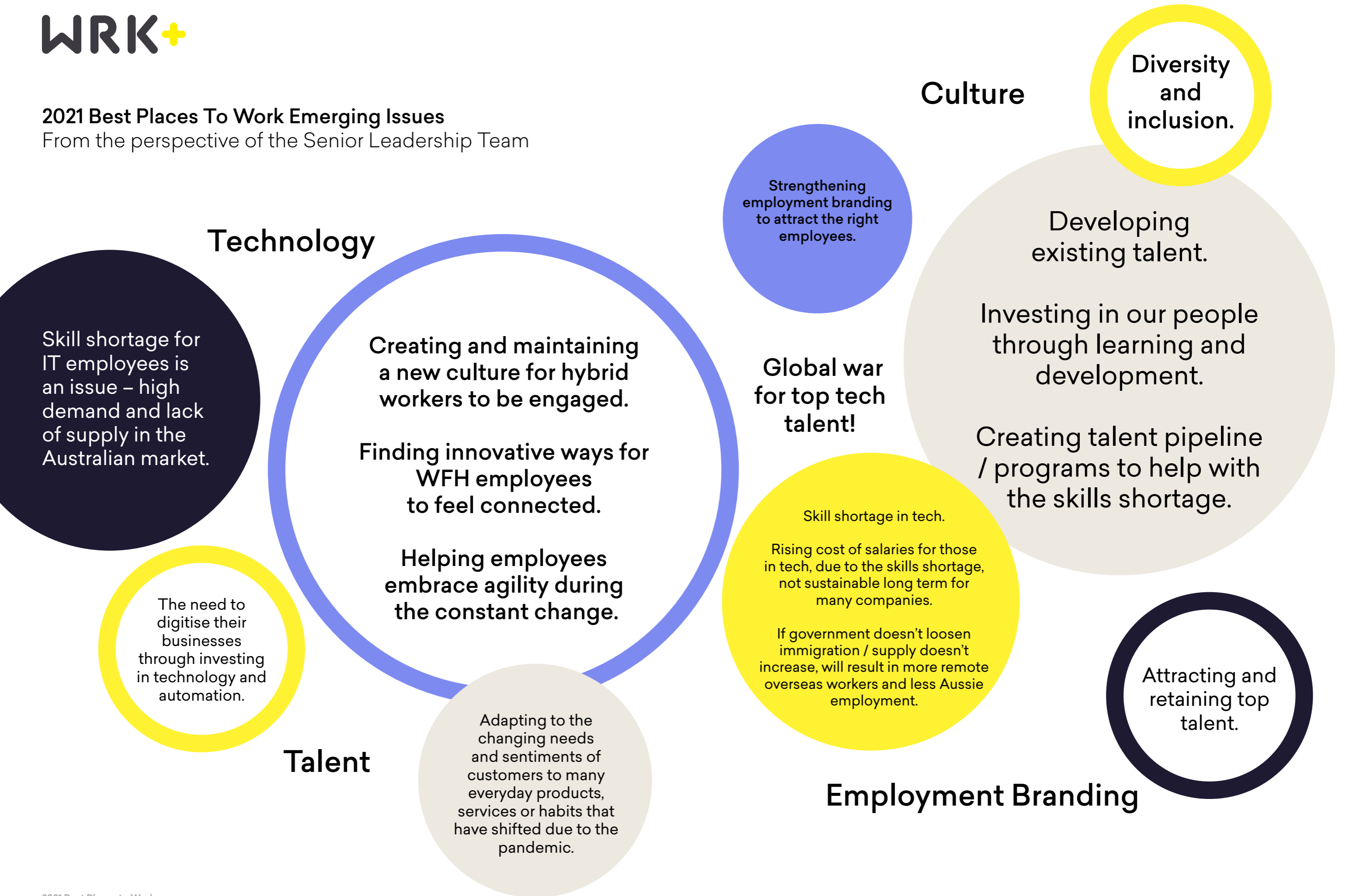
If promoted from within, how many years were they with the organisation before being promoted to head of organisation in Australia.



Report directly to head of organisation.



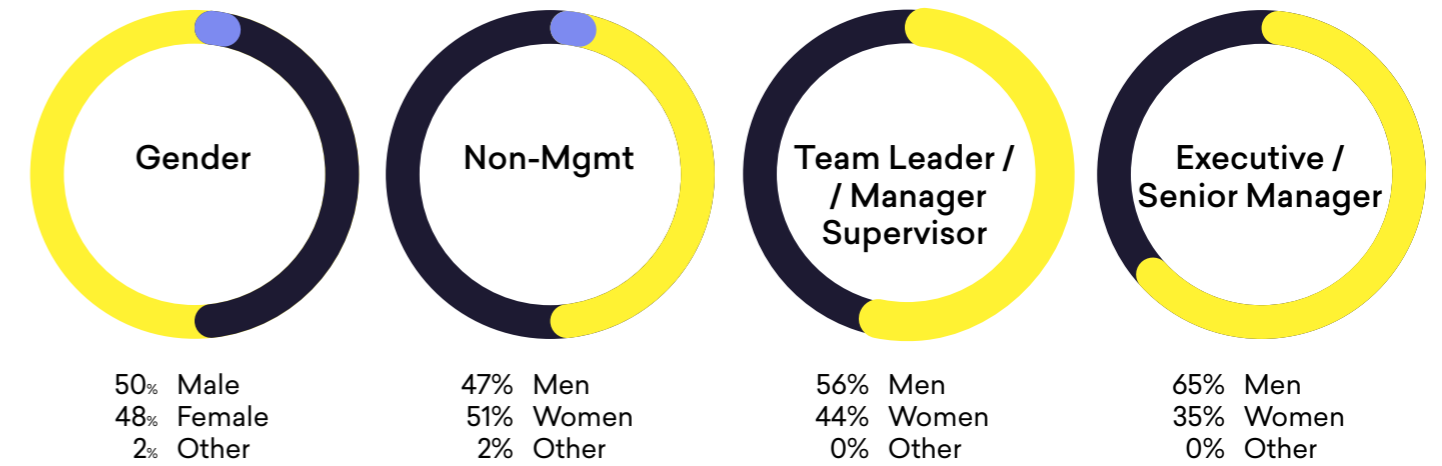
Average ratio of HR team members to employee.





# The 2021 Best Places to Work

## Employee Demographics



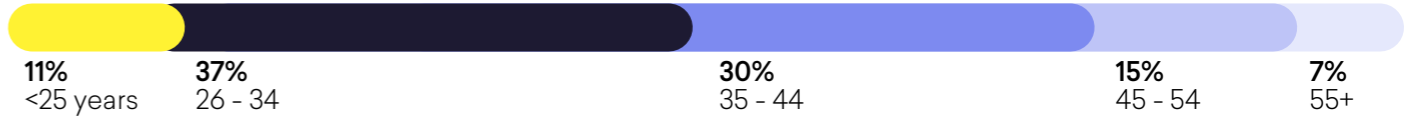
### Average Pay



### Headcount Growth Over 12 Months

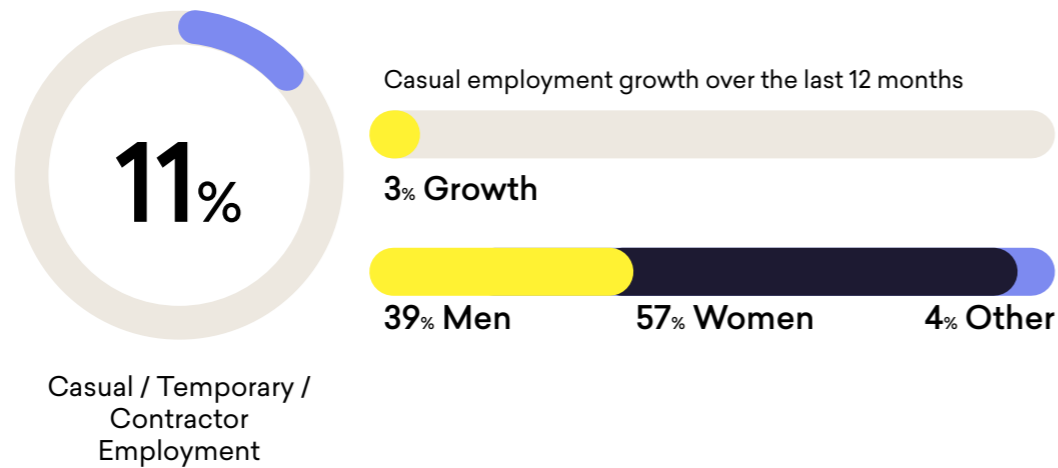
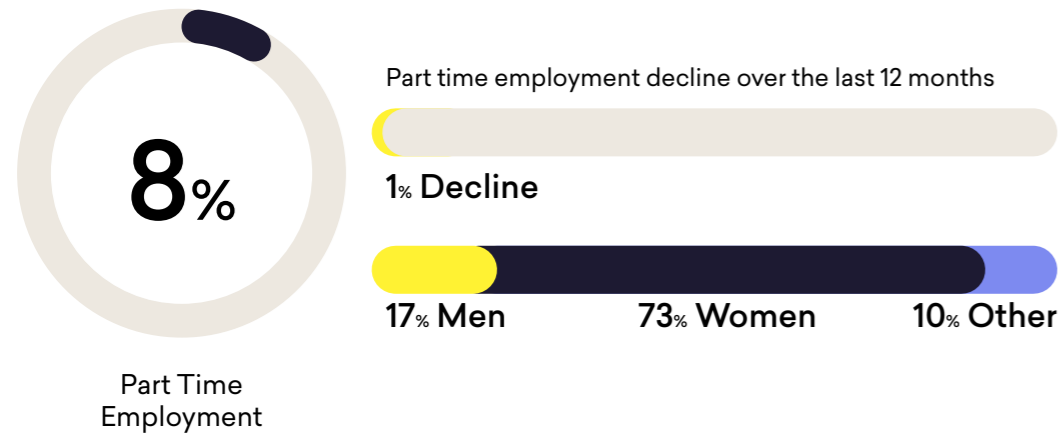
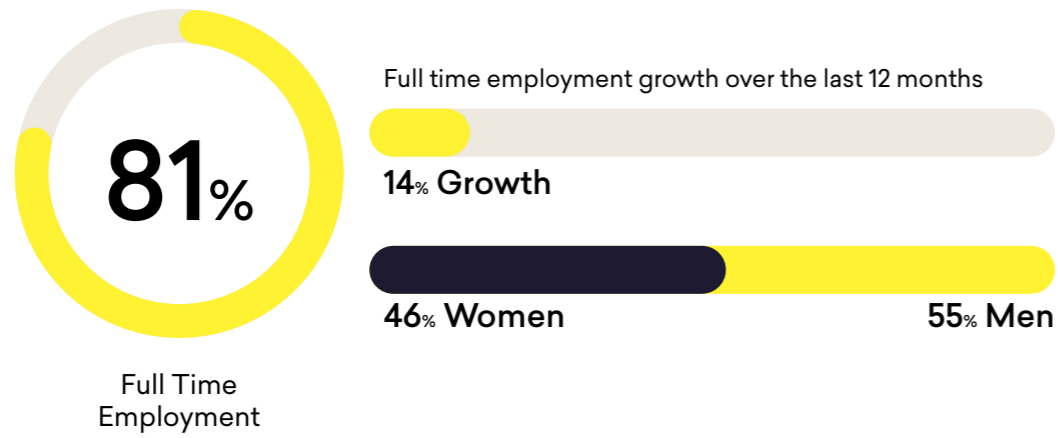


### Age

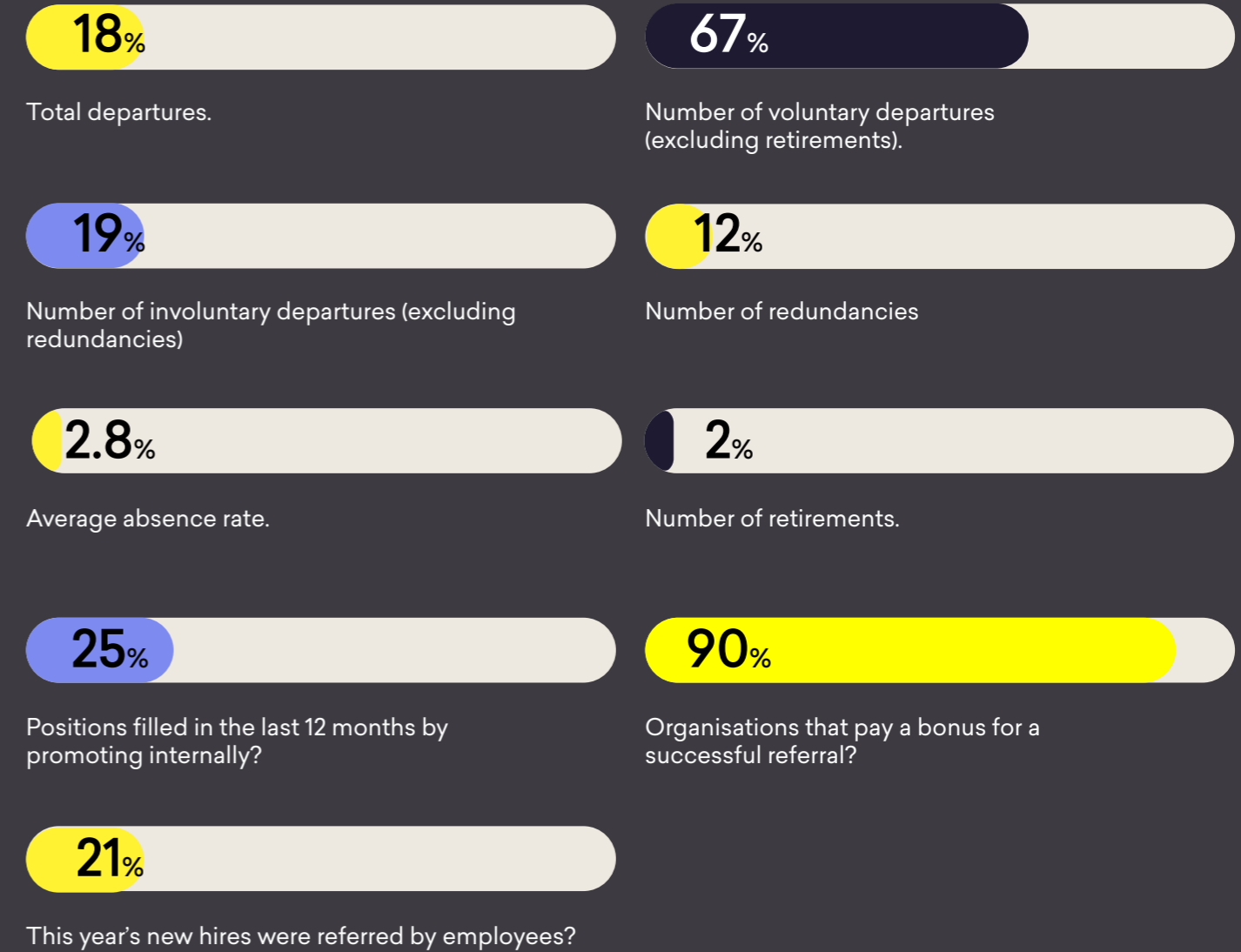


### Length of Service





Applicants and Departures



42

Average number of positions filled in the last 12 months.

\$2,171

Average bonus paid for a single referral last year.

2265

Average number of people applied for jobs in the past year?

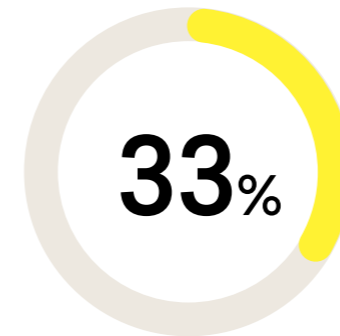




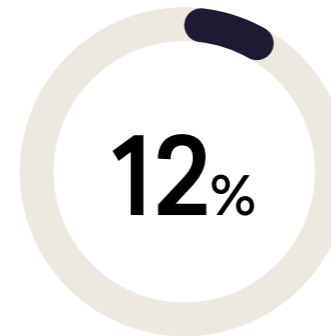
# The 2021 Best Places to Work

## Employee Benefits & Experiences

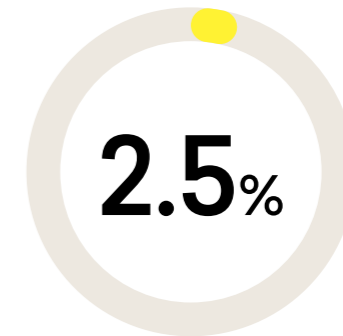
### Superannuation and other forms of compensation



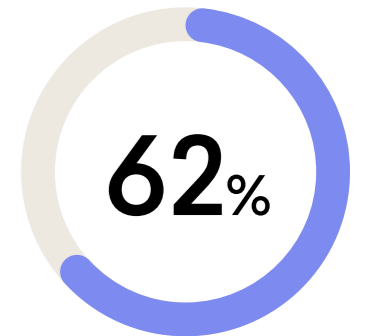
Pay for member fees or insurance on behalf of employees.



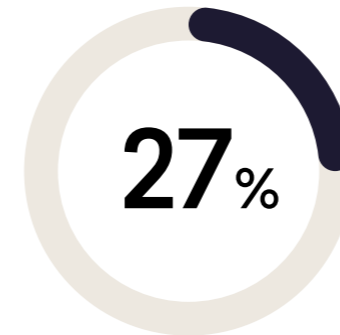
Pay above the mandatory superannuation contribution.



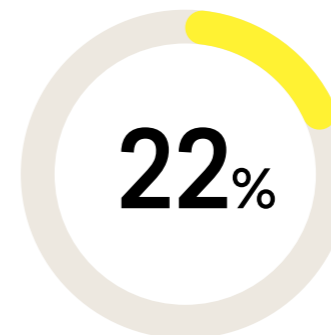
Match employee superannuation contributions.



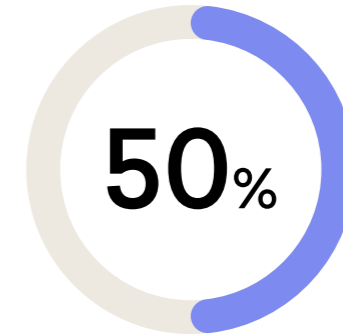
Continue to make superannuation contributions while employees are on paid parental leave.



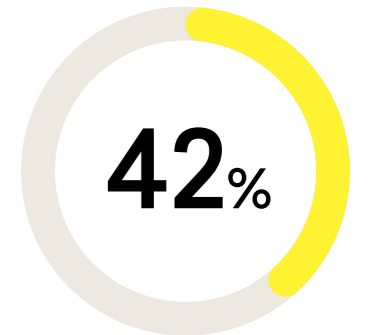
Offer Salary Continuance insurance.



Offer long term disability insurance.

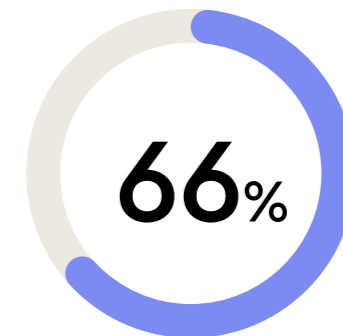


Offer employees a stock ownership / purchase plan or stock options.

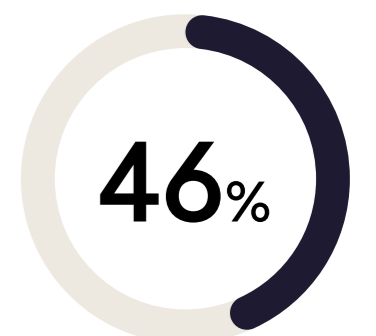


Of the organisation have a profit sharing or gain sharing plan.

**Of those organisations that have a profit sharing or gain sharing plan you will find;**



Of employees are eligible to participate in this plan.



Of employees received a payout last year.



Every employee plays a role in the organisation achieving its objectives. Maximising the employee potential in turn maximises the organisations potential. Empowered employees increase the productivity and effectiveness of the workplace as they have the tools, direction, and support to make the best use of their skills and abilities.

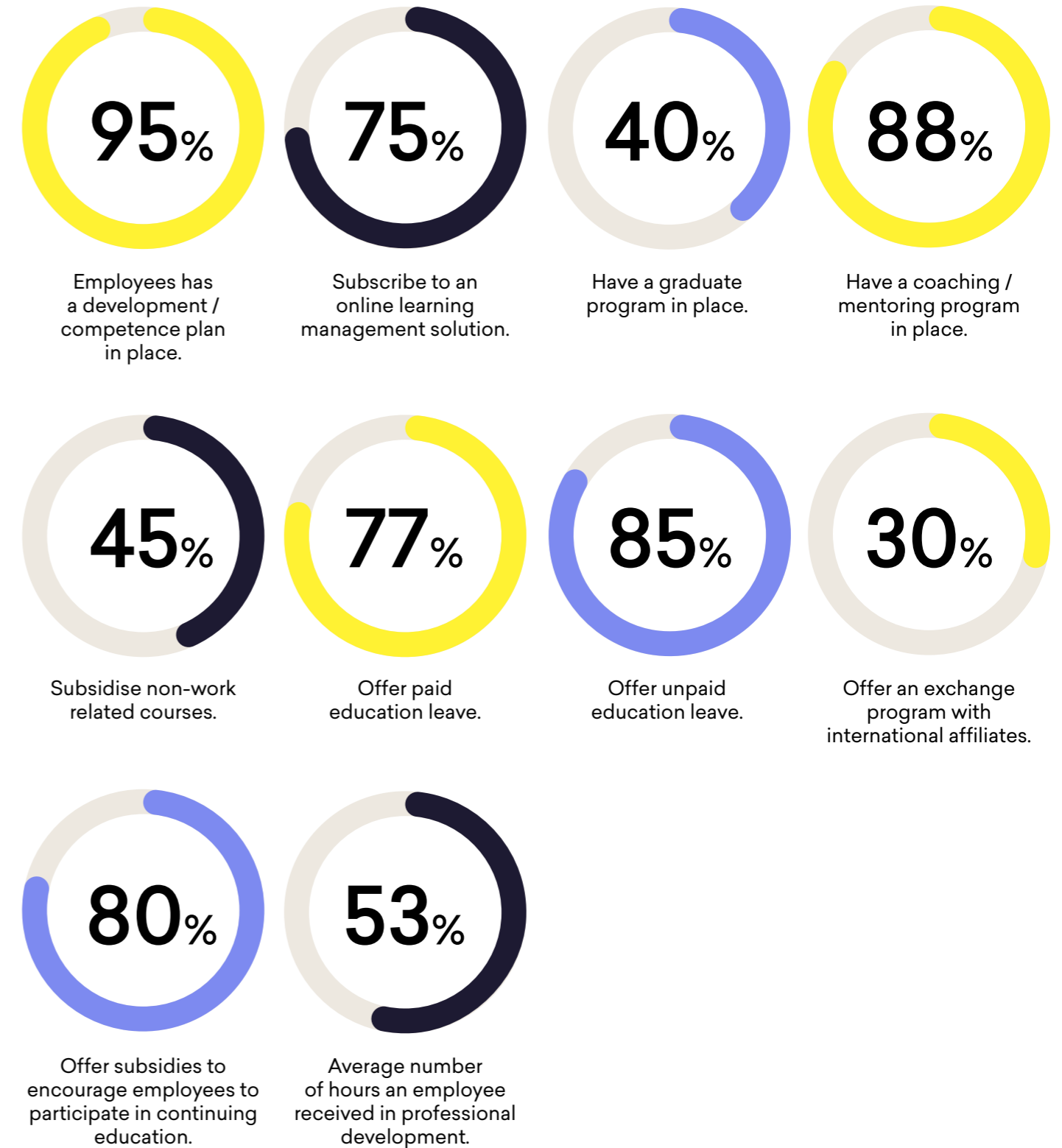
Empowering employees starts with providing them the tools and resources necessary to not only do the role they are hired to do, but also to be able to make decisions in the workplace with confidence.

Support for employees' professional development exhibits respect for employee's professional worth and it cultivates an engaged, dedicated, and well trained workforce. This encourages employees to recognise the importance of their jobs and to feel that management is invested in their ability to accomplish their work.

Development opportunities are typically a key driver of employee retention, particularly for the talented employees.

Frequent and meaningful conversations about expectations, progress skills development and strengths around performance goals and sufficient support to meet those goals also contribute to a more positive view around work life balance.

**Join our April 2022 webinar where we will be discussing all things learning and development with the Best Places to Work.**



## Wellbeing & Support

Good employee experience has a direct and positive impact on an employee's productivity and level of engagement. Employee experience goes far beyond the list of benefits provided, it is an integration of benefits, physical environment, values, and the organisation's culture.

These factors make employees feel energised about working. Increasingly, employee experience is seen as a more wholistic way to approach employee engagement. Great workplaces are also those in which leaders aim to create caring working environment, where employees feel treated like individuals, where differences are nurtured, and flexibility is provided to meet personal and company needs.

Attention to health and safety is primarily about being responsible; it also makes business sense and should be regarded just as important as the achievement of any other key business objective.

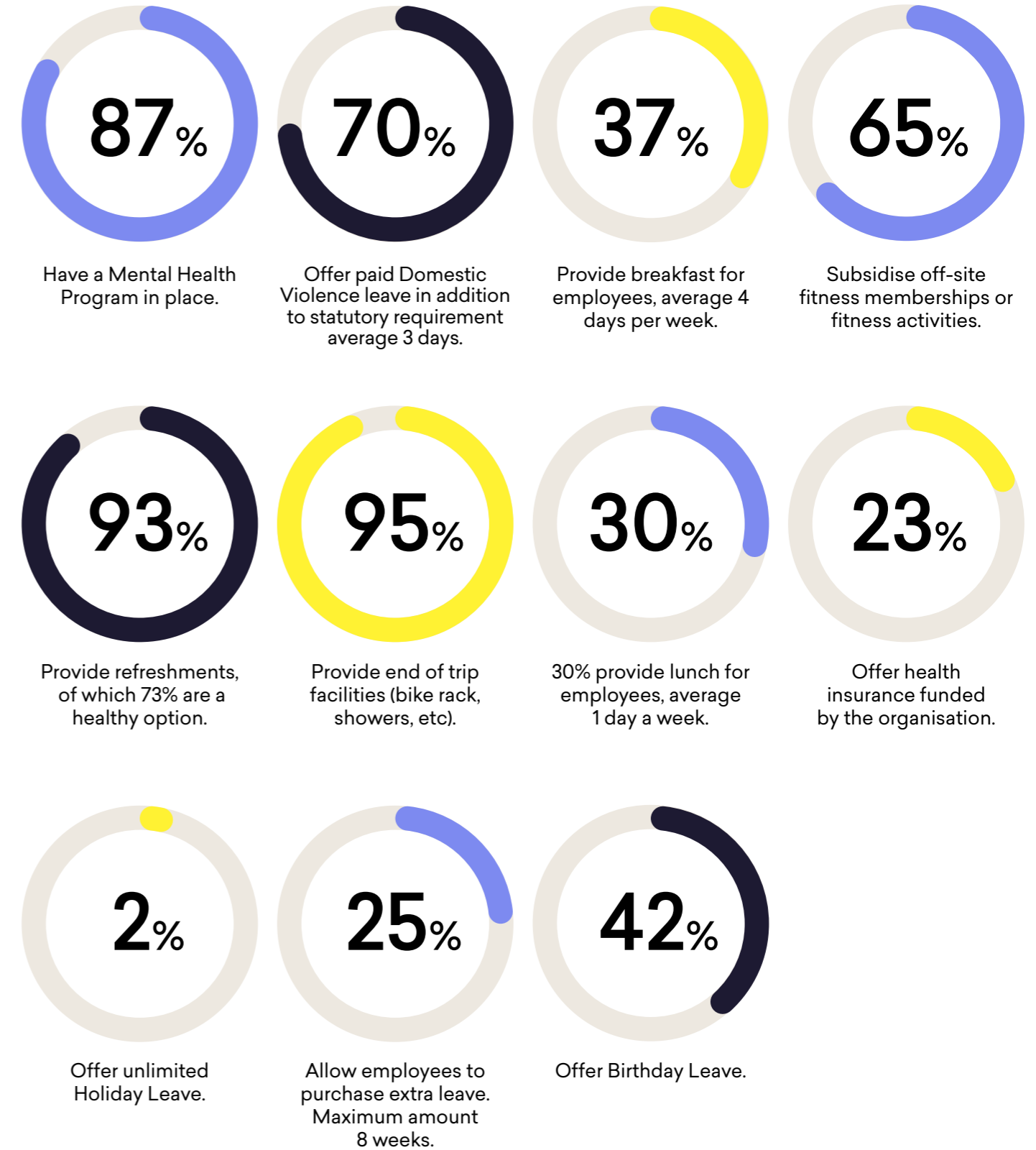
Not only does it prevent accidents and work-related ill health, a focus on health and safety reduces accident losses, improves profit and loss statements, and helps companies become more efficient. Providing health and safety information and training also aids in developing a positive health and safety culture, where safe and healthy working becomes second nature to everyone.

Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to have a manageable equilibrium between work and personal responsibilities, reducing continual and ongoing stress and thus strengthening employee loyalty and productivity.

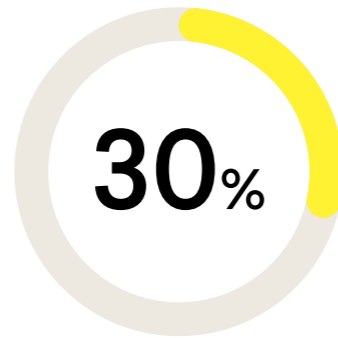
Employees perceive flexibility in when, where, and how they achieve their work commitments to be a key factor in maintaining their motivation and commitment to their employer.



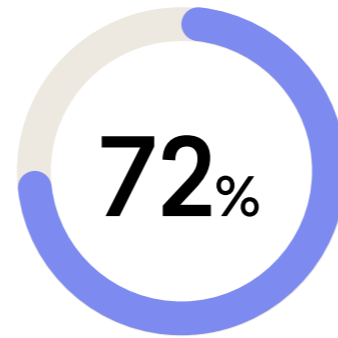
## Health & Fitness and Work Life Balance



## Office Environment



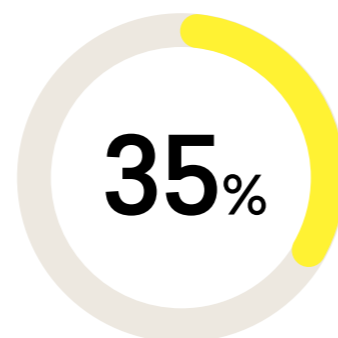
Have a dedicated meditation or prayer room.



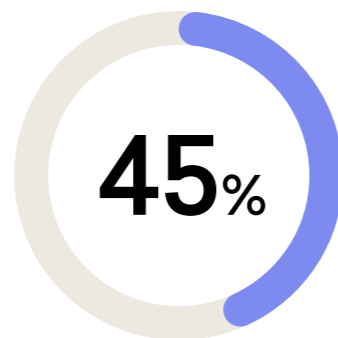
Carried out an ergonomic assessment on a majority if not all workstations.



Activity Based Working



Agility Based Working



Open Plan Office Layout



Traditional Office Layout

## Parental Leave & Flexible Work Arrangements



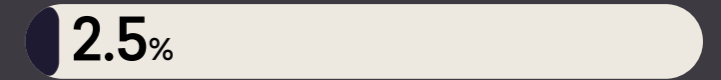
Offer paid maternity / primary parental leave above the statutory minimum. Maximum number of additional weeks paid leave offered - 12 weeks.



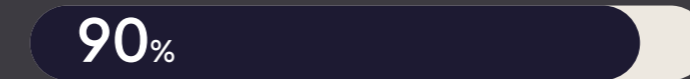
Offer paid leave for the non-primary parent. Maximum number of weeks paid leave for the non-primary parent offered - 4 weeks.



Offer adoption leave. Maximum number of weeks adoption leave offered - 16 weeks.



Provide on-site childcare.



Have a back-to-work plan for returning parents.



Have policies in place to support employees with carers responsibilities.



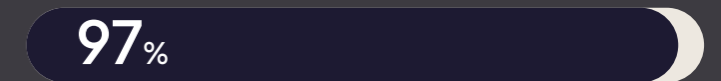
Offer job sharing, 3% of employees take advantage of this arrangement.



Offer flexible scheduling, 71% of employees take advantage of this arrangement.



Offer compressed work week, 19% of employees take advantage of this arrangement.



Offer working from home or telecommuting, 84% of employees take advantage of this arrangement.



Offer flexible phased retirement, 14% of employees take advantage of this arrangement.

Join our October 2021 webinar where we will be taking about wellbeing and support at the 2021 Best Places to Work.



## At the 2021 Best Places to Work you will find;

### Other types of leave offered

- Emergency Services Leave
- Australian Defense Force Leave
- Christmas Leave (average 2 days extra paid leave)
- Cultural / Religious Observance Leave
- Ceremonial leave for Aboriginal & Torres Strait Islanders
- Mental Health Leave (average 2 days per year)
- PAWternity Leave (flex leave or work from home when get a new pet till they are trained / settle in)
- Service Anniversary Leave (average 2 days)
- Student-Related Leave
- Exam Leave
- Graduation Day Leave
- Travel Related Leave
- Work Remote program
- Wedding Leave / Marriage Leave
- Moving House Leave
- Discretionary Leave
- Lifestyle Leave
- Family Day Off
- Business Continuity Leave
- Competition Leave
- Hobby Program Leave



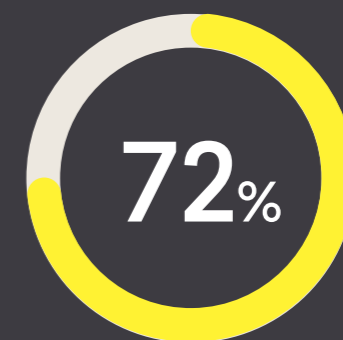


## Corporate Social Responsibility

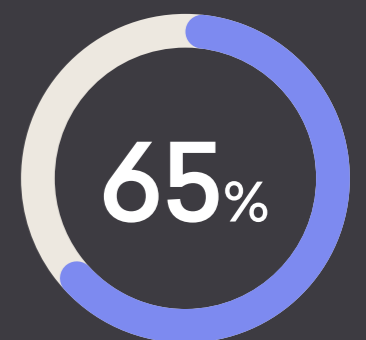


Corporate Social Responsibility (CSR) is the way that a company gives back to and takes care of the community it is located in and the greater society we are all a part of. Not only is CSR crucial to recruiting talented employees, it is also a great way to maintain the engagement of your existing workforce. Employees who feel good about how an organisation contributes to community, and often its environmental stance, are proud of its impact on society which, in turn, creates a stronger sense of commitment in the workplace.

Giving back boosts employee morale in that their work means something bigger than the role itself and can often indirectly help build networks and foster innovation and creativity.



Offer paid time off to employees for the purpose of volunteering in a community project or charitable organisation.



Match employees' charitable contributions.

**Join our December 2021 webinar where we will be discussing community involvement and celebration with the 2021 Best Places to Work.**



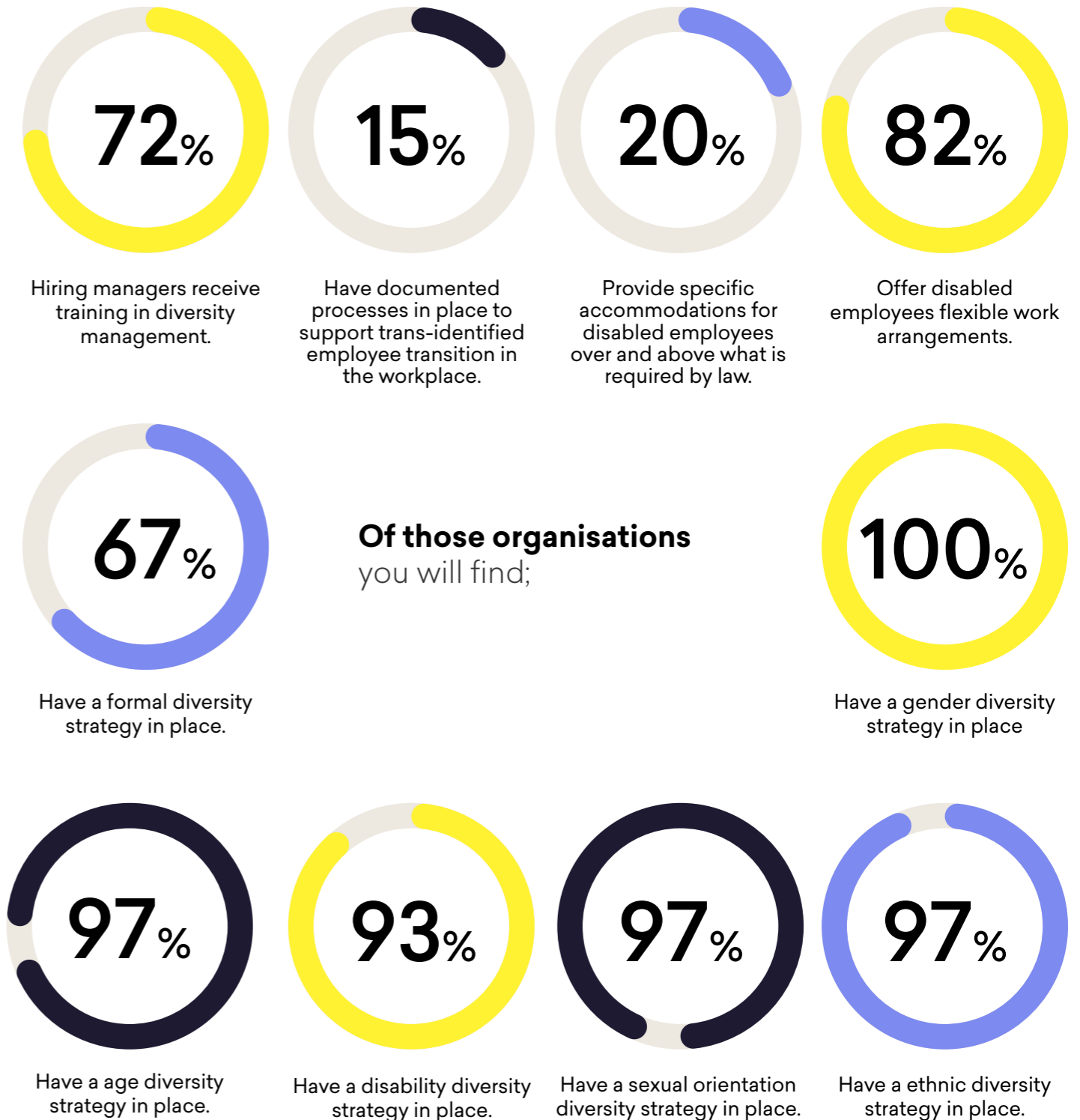
An inclusive workplace culture is critical for attracting the best talent and ensuring that all employees contribute optimally to meet the organisation's goals. Organisations that have succeeded in creating an inclusive workplace culture have been able to align diversity and put together inclusion strategies with key business objectives such as revenue growth and increased customer satisfaction.

Leaders model equality by treating employees fairly, regardless of personal characteristics. Justice is an essential element in creating a level playing field, motivating employees to feel each person can succeed on the basis of their merits, and encouraging teamwork and cooperation.

A sense of fairness or equity is also key to enabling an environment in which employees can be engaged; as such, this is a strength that should be maintained and, where possible, further enhanced.

This suggests an environment that allows employees to bring their own unique qualities to the organisation and underlines the organisation's commitment to creating a workplace where fair treatment is part of foundational workplace operations.

**Join our February 2022 webinar where we will be discussing all things diversity and inclusion with the 2021 Best Places to Work.**



## 2021 Participants Over 100 Employees

#1	Nous Group	Professional Services / Consulting & Mgmt	344
#2	hipages	Information Technology / Software	137
#3	PEXA	Information Technology / Software	347
#4	AC3	Information Technology	266
#5	Export Finance Australia	Financial Services / Banking & Finance	118
#6	Mastercard Australia	Banking & Financial Services	739
#7	Uniting Country SA	Social Services	265
#8	Wisr	Financial Services / Banking & Finance	117
#9	L'OCCITANE Australia	Retail	401
#10	First Focus IT	Information Technology / IT Consulting	112
#11	Keypath Education	Education & Training	209
#12	Class Limited	Information Technology / Software	176
#13	Jetts Fitness	Sports & Recreation	499
#14	CROSSMARK	Retail	220
#15	Equinix	Information Technology	318

## 2021 Participants Under 100 Employees

#1	Elantis Premium Funding	Financial Services / Banking & Finance	51
#2	Coloplast	Health Care	86
#3	L&A Social Media	Advertising, Marketing & Communications	35
#4	Smokeball	Information Technology / Software	68
#5	AvePoint, Inc.	Information Technology / Software	41
#6	Six Degrees Executive	Professional Services / Staffing & Recruitment	76
#7	EG	Real Estate & Property	38
#8	Avenue Dental	Health Care	88
#9	eBay Australia	Online Internet Services	92
#10	Make It Cheaper	Financial Services / Banking & Finance	81
#11	Beam Suntory Australia	Manufacturing & Production	72
#12	Core Projects Consulting	Real Estate & Property	52
#13	The Works	Advertising, Marketing & Communications	48
#14	Fitness Playground	Health Care	52
#15	Smartsheet	Information Technology / Software	52
#16	Engage Squared	Information Technology / Software	49
#17	Capital Partners Private Wealth	Financial Services / Investments	35
#18	TechPath	Information Technology / IT Consulting	43
#19	Slingshot	Advertising, Marketing & Communications	43
#20	The Clorox Company ANZ	Retail	60
#21	Core	Professional Services / Engineering	36
#22	i2C Architects	Professional Services / Architecture & Design	86
#23	Bluefin Resources	Professional Services/Staffing & Recruitment	81
#24	Kapitol Group	Construction	82
#25	On Deck	Financial Services / Banking & Finance	56



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We ignite meaningful workplaces.

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