

# Employee Value Proposition

April 2025



**Our shared commitment to meaningful, values-driven work:  
Recognising what's important at Relationships Australia Victoria  
and why our staff stay with us.**

# Our pillars: A snapshot

## 1. Values and community impact

- Opportunities to engage in work that has real impact and aligns with your personal values and beliefs.
- Trusted, evidence-based and continuously evaluated services.
- A client-responsive approach with a strong focus on social responsibility and responding to community needs.
- Meaningful connections between staff and with our clients and the communities where we live and work.
- Experience the joy of contributing to a greater purpose and helping advance our organisational vision and focus.

## 2. Career development

- Career growth / progression opportunities.
- Ongoing training and professional development opportunities to enhance knowledge / skills.
- Registered Training Organisation (RTO) providing accredited and over 80 non-accredited training courses.
- Best-practice clinical supervision.
- Regular feedback opportunities with managers as part of an annual performance cycle.

## 3. Culture and work environment

- Strong, supportive and values-aligned team culture.
- Organisational commitment to supporting a positive work-life balance.
- Open, honest and future-focused communication.
- Recognition and acknowledgement of staff achievements and contributions.

## 4. Compensation and benefits

- Competitive salaries that reflect your qualifications, skills and experience. Access to Public Benevolent Institution (PBI) salary packaging.
- Generous leave benefits above the award, including personal, compassionate, special, and flexible leave, and additional paid leave provided between Christmas and New Year.
- Flexible working arrangements and hybrid working options.
- Paid parental leave for primary and secondary carers.
- Supportive family violence leave policy.

## 5. Diversity and inclusion

- Staff resource working groups including Rainbow Working Group and Diversity Working Group.
- Diversity Council of Australia membership.
- Mandatory Core Inclusion Training for all staff.
- Commitment to gender equity at all levels.

## 6. First Nations

- Support for First Nations staff
  - First Nations Identified roles.
  - Cultural leave and cultural supervision.
- Cultural fitness initiatives
  - Mandatory cultural competency training.
  - Regular staff yarning circles to talk about First Nations cultures and allyship.
  - Staff can apply to work on 26 January and take an alternative day off.

# Values and community impact

1



## Meaningful opportunities to make a lasting difference.

Relationships Australia Victoria (RAV) is a workplace encompassing individuals who are passionate about creating positive change and working towards a shared organisational vision to foster positive, respectful, safe, and fulfilling relationships for all Australians.

Joining RAV means joining an organisation that is genuinely making a difference to the lives of those who need it most, and the broader community.

Our culture is deeply rooted in our long history of adaptation, to meet the complex and evolving needs of our clients. We're incredibly proud to have supported over 650,000 clients across our more than 75 years of service delivery.

At RAV, you'll feel that the work you're doing is meaningful, impactful and worthwhile. Working with us is an opportunity to contribute towards something that is greater than yourself – and see the impact of your work every day.

### Our reach and impact in 2023–24

- 144 services and programs.
- 23,906 total clients.
- 21+ locations across Victoria, plus outreach and telehealth.
- 79% of our workforce are proud to work with us.

### What our people say



'I think [our vision] is just a fantastic goal to have, and to push out into the world. Relationships are the foundation of everything and always will be so any work that can be done to make that better and safer should be given all the resources to do so.'

—Employee

'It inspires me to help young people develop the skills they need to build healthy relationships in their lives. Knowing that my efforts contribute to a greater goal of fostering safety and respect drives me to be dedicated and compassionate in my work.'

—Employee

'To work for an organisation with such a strong ethical history is a privilege and not something most people get to experience in their careers.'

—Employee

'I feel proud about being able to support change in families, particularly in the area of family violence, and the quality and professionalism of staff across the organisation.'

—Manager

# Career development

2



## Build a legacy to be proud of.

RAV is an organisation that acknowledges the importance of investing in its own people

Surrounded by like-minded individuals, RAV can support you to build a career that not only makes a difference for clients and the community but also empowers and supports you to grow personally and professionally.

We're proud to be a workplace that people are proud to work for, that they want to stay at, and that people often return to.

With a diverse breadth of services and a supportive working environment, RAV offers the perfect balance for those seeking challenges and opportunities for growth.

## What our people say



'RAV's commitment to ongoing learning has encouraged me to pursue further education, which has opened up new career opportunities and deepened my understanding of the challenges facing the youth we serve.'

—Employee

'The organisation's 75-year celebration was a reminder of the work that RAV has done in the community and for a very long time and to know that I have been part of that for 18 years makes me proud.'

—Manager

## Our workforce in 2023–24

- On average, 30% of roles are filled internally either from by promotion, transfer or new work location.
- On average, our staff stay with the organisation for more than 4 years.
- 27.8% of our staff have worked with us for more than 5 years.
- 91% of our staff know what they need to do to be successful in their role.
- 219 professional development programs were undertaken.
- 5,426 hours of professional development and training received.
- 32 dedicated staff members have worked continuously with RAV for 15 or more years.
- 75% of our managers are women.

# Culture and work environment

3



## Work alongside supportive and experienced colleagues.

Our vision and values are the foundations of our organisation. They are at the heart of our work and shape the way we do things at RAV. Our work is strongly led by our values, and high standards of workplace behaviour and integrity are expected.

No matter what your role is at the organisation, RAV recognises that all contributions matter.

By joining us, you'll be part of a supportive team of like-minded individuals who genuinely care about making a positive impact for all – clients, the community and colleagues alike.

### Our culture in 2023–24

- Support from colleagues is one of the top 3 positive things about RAV, according to our staff.
- 79% of our workforce are proud to work with RAV.
- 84% of our workforce can arrange time out of work when they need to.
- Approximately 60% of our workforce is part-time.

### What our people say



'The support I feel from my manager is what ultimately makes me feel respected and appreciated.'

As we aren't logistically close to other metropolitan centres it would be easy to feel a little excluded / forgotten, however, my manager continually makes us feel like part of the larger RAV family.

I always feel supported and respected in my role and feel like my skills are acknowledged and valued in the wider RAV community.'

—Employee

'I would recommend RAV as a wonderful place to work for its inclusivity, respect and positive culture.'

I feel the employees all have similar ethics, focus and respect for each other's safety and wellbeing. The connections I've made are honest and real.'

—Employee

# Compensation and work-life balance

4



## More than just a competitive salary – recognising what's really important.

We're committed to providing competitive, above-award remuneration for our staff; however, our employee benefits extend far beyond remuneration.

A career at RAV offers more than just a salary because we recognise that employee engagement, connection, safety and wellbeing is just as important as your work to our longer-term success.

As a family services provider, we truly understand the importance of family and supporting a positive work-life balance.

That's why we're proud to be a family-friendly workplace, with our enterprise agreements providing a range of generous leave, flexibility and employment benefits that go beyond industry and sector averages.

### What our people say



'I was very grateful for the flexibility provided to be able to accommodate the changing demands of [raising] my 4 children.'

—Employee

### Benefits of working with us

- Flexible working arrangements offering increased ways to manage work-life balance.
- 8 weeks of paid parental leave for both primary and secondary carers.
- Generous leave provisions, including paid time off between Christmas and New Year.
- The option to purchase up to 4 weeks of additional leave per year.
- Phased-in retirement planning to support your long-term goals.
- Access to confidential, impartial counselling through our Employee Assistance Program.

# Diverse, proud and inclusive

5



## Recognising the unique backgrounds and identities of our staff and communities.

We embrace diversity in all its forms – whether that’s religion, age, gender, sexual orientation, lifestyle, cultural background, disability or economic circumstances.

Across our workforce of over 400 employees, we take the time to recognise what matters to individuals and celebrate the unique backgrounds, experiences and contributions they bring to our team.

We have initiated and support a Diversity Working Group and Rainbow Working Group, respectively, which act as important feedback mechanisms for assessing all aspects of our client services, programs, operations and work environments.

Our working groups provide guidance about the safety, appropriateness, accessibility and inclusiveness of what we do for clients and staff.

They ensure that RAV is continually striving to provide inclusive and welcoming environments for our clients and staff, so that they feel safe and supported by the organisation.

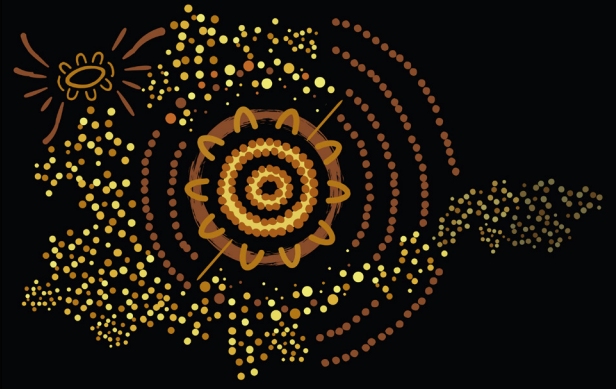
### What our people say



‘By providing staff with training, resources and access to consult with the working group, we create a stronger workforce and a safer service environment for people from marginalised communities.’  
—Rainbow Working Group member

### Benefits of working with us

- Access to research, resources, inspiring events, webinars and learnings through our Diversity Council of Australia membership.
- Online Core Inclusion Training for all staff.
- Commitment to gender equity at all levels. In 2023–24, 75% of our managers are women.



## Walking alongside and supporting our First Nations team and communities.

### First Nations staff

RAV has 4 First Nations-identified roles, and we include additional roles in tender submissions when local First Nations communities support us to do so. All our recruitment campaigns encourage First Nations people to apply.

We have a First Nations project team comprising of First Nations employees, and allies including senior managers. The team leads and supports our staff to become more culturally fit, and to consult with local First Nations communities about how we can support them including the delivery of bespoke or relevant programs. It also meets regularly with First Nations staff, providing opportunities to connect and communicate as we recognise that it's important to create space to encourage, support and resource ongoing cultural safety and self-determination.

First Nations staff are offered monthly cultural supervision by a supervisor of their choice, have access to an additional 10 days of cultural leave a year and are provided with pathways to various career paths including leadership roles.

### Staff yarning circles

Our wider team at RAV are invited to monthly 'Yarn Up' yarning circles, which are a safe space for employees to come together to:

- practice deep listening
- have discussions around First Nations culture, and truth telling
- learn and understand the cultural practices of First Nations peoples
- discuss topics such as white privilege, and cultural blindness and challenge and support each other to be stronger allies.

### What our people say



'The Yarn Up was a fabulous safe space to ask the questions that needed asking. Without those questions, one may assume.'

—Yarn Up participant

### Benefits of working with us

- First Nations Leave Policy for First Nations staff to recognise community and cultural responsibilities and the importance for these staff of attending cultural events and ceremonies.
- All non-Indigenous staff undertake 5 hours of First Nations cultural competency training.
- Monthly yarning circles for all staff.
- Staff can apply to work on 26 January and substitute an alternate day off under our organisation-wide policy.

### About the artist

In 2024, we commissioned Emrhan Tjapanangka Sultan, one of our First Nations Engagement Specialists at RAV and a distinguished Aboriginal artist, to create the artwork at the top of this page.

Emrhan is from the Western Arrarnta and Luritja people in Central Australia, and Kokatha people in South Australia.

Read more: [rav.org.au/news/celebrating-our-first-nations-connections-a-new-artwork](https://rav.org.au/news/celebrating-our-first-nations-connections-a-new-artwork)



# About Relationships Australia Victoria

Relationships Australia Victoria is a community-based, not-for-profit organisation that has been providing family and relationship support services since 1948.

Our services are for all members of the community, regardless of their religion, age, gender, sexual orientation, lifestyle choice, cultural background or economic circumstances.

Visit [www.rav.org.au](http://www.rav.org.au) to learn more.



We're committed to providing safe, inclusive and accessible services for all people.



We acknowledge First Nations peoples as the Traditional Owners and Custodians of the lands and waterways of Australia and support their right to self-determination and culturally safe services.

We recognise the lifelong impacts of childhood trauma. We recognise those who had children taken away from them.

## Contact us

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