

benefits and rewards.



Keeping our great people on board and rewarding them is high on Randstad's list of priorities. It's our way of saying thanks.

We offer a competitive salary and bonus structure. But as an employer, we know it's not all about the pay – it's also about the other benefits and the opportunity to have balance and maintain a healthy lifestyle. Here are a few of the many things we offer to employees.

annual awards

Randstad recognises its top performers at our annual awards with the opportunity to win an international trip sponsored by Randstad. Our business lines also have quarterly award ceremonies that recognise peer achievement during the quarter.

benefits and discounts

FlareHR offers our employees access to a wide range of benefits including discounts at major retailers. They also offer our staff everything from cinema discounts to reduced healthcare and phone plans. There is something for everyone.

birthday leave

Randstad employees can take their birthday off.

director's club

An elite group of high performing Consultants are selected annually by directors to participate in a program as recognition of their success. Directors Club provides an opportunity to enhance and further the development of the "best of the best" in Australia through specifically tailored conferences and experiences. The members can also be involved in providing feedback on many of our in-house projects.

discounted fitness memberships

Randstad have partnered with WhereFit to bring you the best fitness benefits available. All employees have access to exclusive discounted memberships, intro classes, kick-starter offers and class packs.

EAP

The Employee Assistance Program (EAP) is a short term counselling and support service designed to enhance your overall emotional and mental wellbeing. The EAP is totally confidential, easily accessible, and voluntary and can provide support on a range of personal and work related problems. Your employee Assistance Program allows you to feel comfortable knowing that you or your immediate family members can confidentially discuss any work or personal issues that are an inevitable part of life.

financial literacy

Not only does Westpac offer our employees exclusive discounts on a range of services, but they also have a dedicated team of financial specialists that offers helpful information on topics that can assist you in mapping your financial future. They communicate through newsletters, webinars and one-on-one consultations that you can access at a time that suits you.



flu vaccination

Beat the flu and stay healthy. As part of our wellbeing focus, Randstad offer all employees the opportunity to receive the flu-vaccination each year. A nurse will be onsite at your respective office or you can redeem the voucher for your flu vaccination at selected pharmacies.

health care and benefits

At Randstad, your health and well-being is just as important as your career growth and development within the organisation. BUPA has been our corporate health care partner since 2013 and they offer excellent benefits to employees at Randstad, including a 3% corporate discount on your health cover and no waiting period when you change over from your previous provider (conditions apply).

loyalty leave

Be rewarded for your loyalty. Randstad employees (except fixed and max term contractors) with a tenure of more than 1 year are entitled to additional paid leave. You will receive an additional 1 day of leave for each year of service, up to 5 days. This means that employees with tenure of 5 years or greater, get rewarded with a total of 5 weeks of paid leave every year.

novated lease

Randstad has partnered with FleetPartners and Flare Cars to bring Randstad employees some great offers. A novated lease allows you to select the car of your choice and roll your car finance and running costs into one easy payment using a portion of your pre-tax salary. You'll receive exclusive savings on the purchase price of a range of models plus all the benefits of a novated lease – savings on fuel, maintenance, insurance, and roadside assistance. FleetPartners and Flare Cars help you find the car of your choice, package it up and provide you with personalised support end to end.

paid parental leave

We have developed a paid parental leave scheme which is designed to support you through the exciting time of becoming a parent. We believe happy parents create a happier workplace which is why permanent employees are entitled to take up to 12 months parental leave and are provided with 12 weeks of paid parental leave.

purchased leave

Running low on annual leave? No worries. Randstad offers their employees (except fixed and max term contractors) the ability to access purchased leave. Purchased leave allows an employee to use part of their annual salary to purchase up to 2 weeks of additional paid leave per year in lots of 1 or 2 week increments.

randstad sponsored fun runs

We love being active at Randstad. Every year, Randstad will sponsor one of the major fun runs in each state throughout Australia.

salary sacrifice super

Making voluntary super contributions is a great way to boost your retirement nest egg and could reduce the amount of tax you pay. You can nominate to pay some of your pre-tax salary as an additional concessional contribution to your super account.

share purchase plan

At Randstad we believe strongly that people are our most valuable asset. The Share Purchase Plan (SPP) provides permanent employees the opportunity to actively participate in Randstad's continuing success. After 6 months of savings purchasing your shares, you will be awarded bonus shares to your portfolio. Employees will be eligible for an additional 50% of bonus shares on all shares retained 12 months after completing the savings period.

training and development

Randstad's learning & development team design and deliver a combination of on-the-job and classroom style programs, including an eight-week on-boarding program for new-starters, a two-day Business School program to extend your skills and knowledge as a recruitment consultant, leadership development programs and Short hits of Training (SHOT) held in your local office.

uncapped earnings

Many of our business lines offer uncapped earnings potential, so the sky's the limit if you want to smash your personal targets. We recognise hard work and believe in providing our employees with great career opportunities.

volunteer day

As part of our Randstad with Heart initiative, we provide our employees with the opportunity to take one day's paid leave to connect with good causes they care about and which are inspired by Randstad's purpose. At Randstad, we strive to make a difference and take pride in contributing to the community.

VSO

Randstad has a far-reaching partnership with Voluntary Service Overseas (VSO). This public – private partnership is fully in line with Randstad's long-standing commitment to Corporate Social Responsibility and our desire to apply our knowledge and skills on a global level to help alleviate poverty. VSO's core activity is matching volunteers' skills with the needs of communities in the developing world. Randstad offer employees the opportunity to volunteer their services and skills for extended assignments in developing countries.

working away program

Randstad recognises that seeing friends and family or going on an extended holiday can be an exciting and meaningful experience. We are delighted to offer Randstad employees the ability to work from anywhere (other than their primary work location) for up to 8 weeks a year.