

We are Wannon

About our employee strategy 2024-2028



We're creating something extraordinary

We want Wannon Water to not just be a workplace, but the place where everyone wants to work! We strive to be a thriving organisation where our employees really enjoy what they do, and top talent actively competes to join us.

Our managers form our backbone, working smarter not harder to lead our teams, tackle increasing demands, and stay ahead of industry changes.

Our sights are set on the future, and we have a plan to meet the evolving needs of our workforce so we can continue to deliver water and sewerage services and improve the lives of people in South West Victoria.

We're not just building a great workplace, we're creating an environment where everyone can be their best. It's safe, connected and inclusive, and it strengthens our reputation as an employer of choice.

**Be part of something
extraordinary at Wannon Water!**





Our employees' success is our success

Each one of us has a unique role in helping Wannon Water to be an employer of choice.

We support and create space for each other so we can be the best version of ourselves in everything we do.

We're confident and inspired to raise ideas, work together, and creatively solve problems.

Our values underpin everything we do, and our behaviour ensures we are striving for Zero Harm.

We know how to work smarter not harder to achieve great things.

Together, we are Wannon Water.

Our key pillars



Safe people

We're building on our Zero Harm culture

Through a strong Zero Harm culture, we want our safety performance to be at - or exceeding - industry standards.

Our goal

Our employees drive Zero Harm and understand that it's everyone's responsibility. They make considered safety choices and know how their behaviours impact safety and Wannon Water's safety culture.

We've fostered a sense of knowledge and ownership, where we are "all in this together". We identify, act and reduce the impact of illness, and enhance our psychological safety at work.

Our safety performance is a priority for employees and managers. OHS indicators identify high-risk work and safety trends, allowing for prevention, early intervention, informed decisions, and actions to improve our safety performance.

Employees have access to, and use, a range of preventive and proactive health and wellbeing resources and tools to support their long-term wellness.

Our key pillars



A dynamic workforce

We're preparing for our future workforce needs

We'll know the skills we need, understand future challenges and opportunities, and we'll have a plan in place to be ready.

Our goal

We'll have a clear plan that paves our future workforce direction, mapping our current and anticipated workforce needs, and identifying challenges and opportunities.

Managers can better prioritise workload, manage increasing demands, and empower their teams.

We can attract, build and retain the right people to meet our future workforce needs, and to support regional prosperity.

Our leaders will be more agile, multi-skilled and have improved enterprise leadership and understanding of broader organisational activities.

Our key pillars



We all belong

We're fostering an inclusive, equitable and diverse workforce

We're creating a workplace where all employees feel connected, respected and empowered to bring their unique strengths, and contribute to our overall success.

Our goal

We've reduced the gender pay gap, increased female representation in positions that manage teams, and we have greater gender diversity across our workforce.

Our employees see themselves as represented and treated equitably, they experience acceptance, and they have meaningful connection to their team and Wannon Water.

Our employees are supported to meet their work and home commitments, aligned to being an employer of choice and supporting business continuity.

Our key pillars



Valued and recognised

We're strengthening our reputation as an employer of choice

We want our employees to feel valued, engaged and proud to say they work at Wannon Water.

Our goal

Acknowledgement will motivate and engage employees, leading to increased performance, job satisfaction and a great workplace culture.

Our employees will feel welcomed and have consistent and clear information. They understand what they can expect from us, and how we want them to perform and behave at work, to maintain a safe, healthy and happy workforce.

We've maintained our employer of choice status to attract and retain highly skilled and capable people. We openly acknowledge and celebrate our flexible work practices, conditions of employment, culture and connection.



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