



## **SP Ausnet**

### **Background to SP AusNet:**

SP AusNet is Victoria's largest energy delivery business, owning and operating Victoria's high voltage electricity transmission lines, as well as the electricity poles and wires in Victoria's east, and underground gas reticulation in Victoria's west. It employs approx 1400 people right across Victoria in a variety of areas including engineering and technical trades as well as professional services.

### **SP AusNet- Employer of Choice for Women.**

SP AusNet, Victoria's largest energy delivery business is proud to be awarded the status of the Employer of Choice for Women.

Owning and operating Victoria's electricity infrastructure, SP AusNet's approach to employees and the workplace environment encompasses proactive, innovative and creative programs focussing on people development, culture, leadership, and workplace flexibility.

"SP AusNet is proud to be named as an employer of choice for women," said Managing Director Nino Ficca.

"Our strong commitment to our people through programs centred on personal development values and culture puts SP AusNet at the top of the list as being an innovative and supportive employer. "

"And with this recent accreditation from EOWA, it's further evidence that SP AusNet is a great place to build a career for women and men."

And SP AusNet is continually developing and building on its commitment to maintain this important and prestigious status as Employer of Choice for Women.

Considering that only 21% of our workforce is female we are happy to see that 25% of the senior management promotions were female employees. "Females represent a higher proportion of management positions than ever before and after a recent merger, almost half of the externally recruited roles were filled by females, ' said Mr Ficca.

Working from home is a practice that a large number of people, especially managers, take up on and employees are provided with access to SP AusNet's systems remotely and work from home when needing to care for someone or at times when an employee needs to concentrate on a specific project away from the office.

SP AusNet also boasts a generous paid parental leave with 14 weeks for females and 2 weeks for males.

One of the showcase employee programs, however, for SP AusNet is the development of a culture building program formulated around the altruistic principles of the "Change the World for 10 bucks" book – as part of the "We are What we do" program.

Introduced after a business merger to help develop an "SP AusNet" culture from two distinct and proud employee cultures, the program is a combination of providing a work life balance to employees, building the involvement of employees in their community and promoting the benefits of service available at SP AusNet.

The program has a 12-month cycle with a theme for each, such as family, knowledge, new beginnings and finance. During each month there are a number of activities that are promoted throughout the company that link back to the book.

SP AusNet has also been able to further enhance employees' knowledge and understanding of company policies through this program. For example during 'Knowledge' month a company wide quiz was run each week featuring both company-specific and general knowledge questions. The company questions included those about new HR policies and Equal Opportunity, encouraging employees to search out copies and read through them to find detailed answers.

"This provides great mechanism to get people to learn about the company in a fun way," explains Mr Ficca.

"SP AusNet is one of the only companies to track their employee contributions to "Changing the world" and as of February 2007, employees at SP AusNet are responsible for 25% of Australia's total actions," said Mr Ficca.

"We value the recognition as a holder of the Employer of Choice for Women status, of our commitment to innovative productive workplace culture and we're confident that this status will only help us to further encourage more women into our business in the near future."

**Media Contact:**

Louisa Graham

[louisa.graham@sp-ausnet.com.au](mailto:louisa.graham@sp-ausnet.com.au)

03 9695 6401