

# Ratio Employee Value Proposition

Ratio recognises that our staff are our greatest asset. We are committed to promoting and encouraging an effective work/life balance and actively seek to provide a professional, fun and social environment for all our staff.

We have a dedicated Culture, Wellbeing & Engagement Committee which meets on a monthly basis to develop a program of entertaining, varied and inclusive calendar of events.

This includes:

- Movie Night (including families)
- 'A Day at the Races' (staff and clients)
- Grand Final BBQ
- Annual Golf Day with BBQ (held in January)
- Ratio Quiz Night
- Corporate Games
- EOFY Dinner (with partners)
- Christmas Party
- With many more to add to this list.

**ratio:**

## Other Activities and Benefits:

- Ratio Day (a bonus public holiday, day before Cup Day)
- Blood drive
- Corporate triathlon
- Food drive at Christmas and Feeding the Homeless Night (June)
- Sponsored child in Kenya – Rahab
- Mentoring program for all staff
- Buddy system for new starters
- Coffee match up catch ups every couple of months (get to know other staff, all staff paired up)
- Speakers Club (like Toast Masters)
- Moot Court (Practice for those aspiring to present at VCAT, run under similar conditions)
- Cupcake Day (various)
- Monthly morning teas with staff meetings
- Friday evening drinks (fortnightly)
- Cycling class (Tuesdays)
- Extracurricular events organised by staff e.g. Tough Mudder
- Recreation area (with table tennis, dart board, room to sit around, relax read etc)
- End of trip facilities for bike riders
- Great coffee! - on every floor
- Fruit box – twice weekly delivery
- Brand new office in a great location (hip area, close to PT, cafés)
- Rooftop area with seating / entertaining area
- Open plan office – everyone (including Directors) is accessible
- Company encourages and actively seeks out sustainable practices e.g. recycling coffee grounds, Ecosia, recycled paper notepads
- Quiet room (Sick, prayer, breast feeding etc)
- Good news stories shared and celebrated regularly
- Monday morning meetings in sections – hot topics, staff story sharing
- Families included in some events
- Puffer jackets, keep cups
- Professional development / training budget
- Industry events / conferences / study tours
- Internal workshops and knowledge sharing
- Thought leadership opportunities e.g. Think Tank

## Intangible Benefits:

- Company supports and fosters individual interests
- There's no limit (ceiling) to where you can go with Ratio
- Ratio staff are engaged and passionate about what they do (thought leadership)
- Company is genuine and totally committed to ensuring staff have a great work / life balance
- Equal opportunities for all
- Staff are a social bunch outside of office hours, but no pressure to join if unable!
- Company is serious about flexibility with varying start times, opportunities to work remotely if required
- Staying in touch with those on maternity or parental leave, with inclusion in meetings, professional development and social events
- Latest computer & IT equipment (most staff have Surface Books), current software, technology and other office equipment

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