

Hybrid. The way we work now



We trust we can do this

“We are committed to hybrid. We believe flexible working provides our people with the best of both worlds to maximise outcomes for our organisation and for people in their personal lives – so it’s a win-win. We are taking a position to not mandate set days in the office as we do not think that is in line with our hybrid principles, culture and the level of trust that we have in our people.

At the end of the day, the most important thing is delivering on the outcomes we are committed to for our customers, community, environment and each other.

Whether we work in the office or hybrid, it has not changed our commitment to those outcomes, and we’ll continue to monitor our results and performance to ensure our new way of working is delivering for our customers and the broader community.

We all have a responsibility for personal productivity no matter where we are. We believe that we can make hybrid work for our business and tailor it so it meets the organisation’s needs and the individual’s needs as well.

It is also about compromise - hybrid does not mean that you work remotely all the time.

There are naturally certain meetings and occasions where we will need you to come into the office as they require face-to-face discussions. We also believe in the power of in-person collaboration and social connection.

We are excited by this next stage for the organisation.

I think it is a really mature approach, which places trust in our people to best manage where they do their work.”



Pat McCafferty
Managing Director Yarra Valley Water

What is hybrid working at Yarra Valley Water

Hybrid working

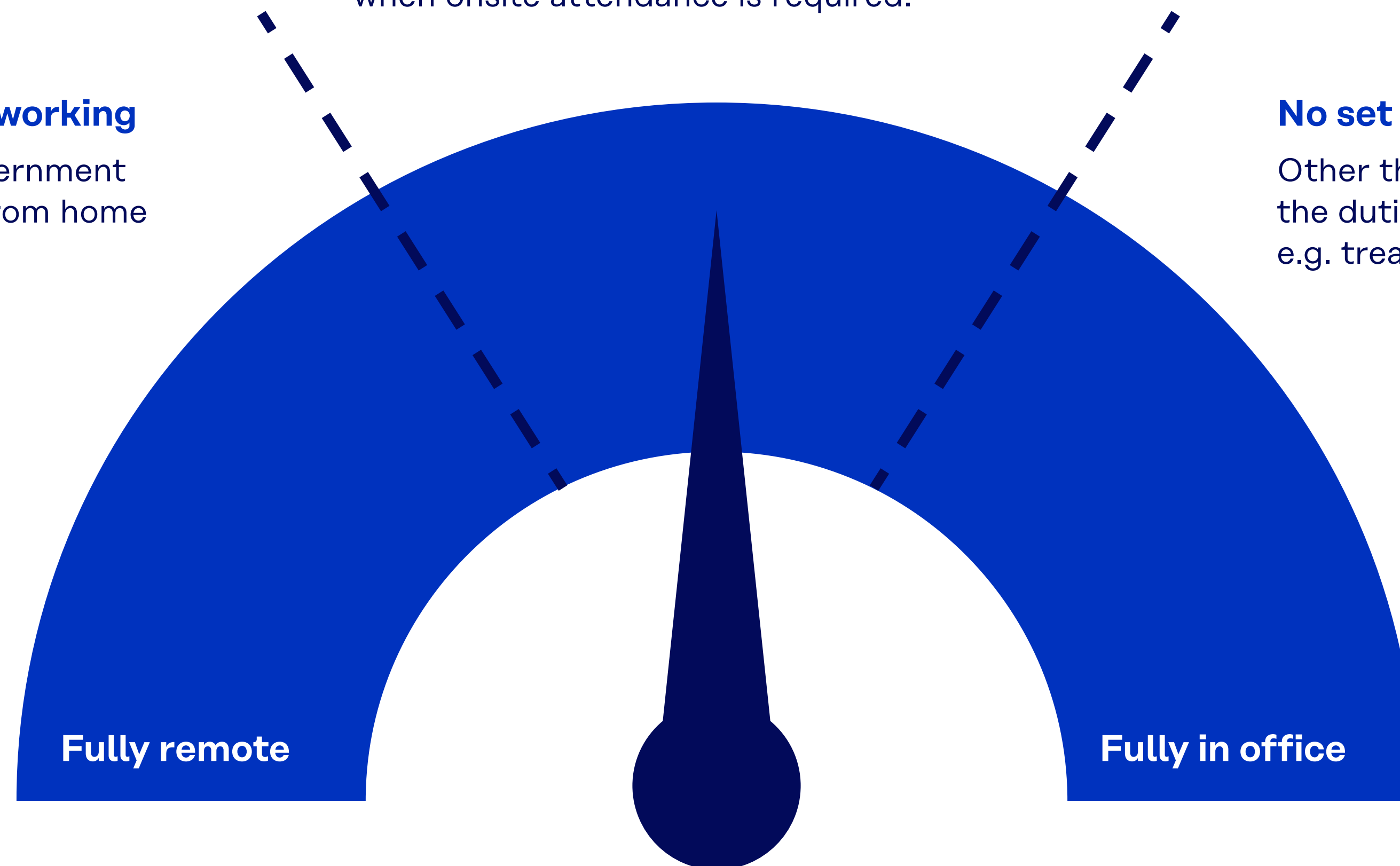
A blended mix of work from various spaces + an organisational-wide set of 'moments that matter' when onsite attendance is required.

Not 100% remote working

Except when the government direction is to work from home to keep you safe.

No set days in the office

Other than for predefined roles where the duties require onsite attendance e.g. treatment plants, facilities etc.



Living in Victoria

All staff are expected to be living in Victoria and travel to our sites when required at your own time and expense. *Rare exceptions apply.

Our hybrid guiding principles

It starts with trust, we trust each other to make effective and safe choices about where work is best done and that strikes the right balance between personal, business and team needs.

We are all different - how we work is based on the needs of our role, team, and each individual.

We enable our people to be the designers of their ways of working.

We are inclusive, we include everyone no matter where and how they are working.

We work hard to stay connected, not just within our teams but across the business.

We make choices around our ways of working always within the context of our impact, team and the organisation.

We care about performance, impact and outcomes, not just that you are online or how long you are in the office.

We each take personal and collective accountability for our ways of working.

Hybrid ways of working is how we do business - it enables our people to do their best job.

Our people are 'better for being here'. Our approach to flexibility is, "yes, unless".

Our strong sense of identity comes from a strong connection to our purpose – we always consider the impact on our communities, customers, partners and our teams when we make choices on how we work.

We support local jobs first, with a strong commitment to supporting the local community we serve.

We try new things. Even when we are unsure, we learn and adjust as we go.

Things may be ambiguous and even uncomfortable at first. That is expected and okay.

If it's not working, we have the brave conversations and adjust for an outcome that is mutually beneficial.

Moments that matter

Throughout the year there will still be times that we physically come together at our Mitcham campus and other worksites for what we call the 'moments that matter'.

These moments that matter have been carefully selected by the Executive team to ensure we have **clarity, connection, collaboration, and keep our culture alive.**

These moments are also to be **inclusive**, where being together in the same space at the same time delivers better outcomes than if we are apart.

Our aim is to provide you with sufficient forward notice (2-4 weeks) of our organisational events so that you can arrange your diary and life to attend. These events will slide into your calendar like any other invite but will clearly state they are in-person events. We won't be doing anything silly like checking the roll, you are an adult after all, but please show up.

Further local moments that matter such as your twice yearly in-person check-ins with your leaders can be scheduled by agreement.

Travel to our sites is to be in your own time and at your own expense.

Our onsite moments

Culture	Clarity	Connection	Collaboration
Annual Kick Off	1:1 Check-ins (minimum 2 per year)	Team/Group Meetings (minimum 2 per year)	Planning/Strategy Days
Organisational Committee Meetings	Presenting at Portfolio Control Board Meetings	End of Year Celebration	Managing Incidents – as needed
Orientation (New Starters)	Presenting at Board and Committee Meetings	Your First Day – welcome	Field Site Visits – if required
Development Workshops	<i>Leader Labs</i> (approx. 4 per year)	Meet the Team – a welcome event	<i>Reconciliation Leadership Committee Meetings</i>
	<i>Executive Portfolio Control Board Meetings</i>	Your Final Day at Yarra Valley Water	
	<i>Board and Sub Committee Meetings</i>		

Why these moments

Culture	Clarity	Connection	Collaboration
<p>Annual Kick Off</p> <p>We celebrate our people and what we have achieved for our customers, environment and community. We get focused on the next year ahead. This is a significant moment for us as a whole business and we create the space to align our direction and time to connect, inspire and recognise each other.</p> <p>Organisational Committee Meetings</p> <p>Our committees have important work to progress in areas such as Dandl, Safe and Well etc. They come together onsite to connect as colleagues, and to connect with our office environment, given work now spans multiple locations.</p> <p>Orientation (New Starters)</p> <p>Our orientation is experiential, introducing you to who we are, what we do, how we operate, and our 'vibe' which is unique to Yarra Valley Water.</p> <p>Development Workshops</p> <p>When learning needs to be immersive, we will come together e.g. Culture Programs or where we are stretching ourselves with brave topics.</p>	<p>1:1 Check-ins</p> <p>You will have a minimum of two in-person PEP conversations with your leader annually. This might be to give and receive feedback, discuss your development or be a formal performance check-in.</p> <p>Portfolio Control Board Meetings</p> <p><i>Our decision-making body keeps our focus on delivering what matters and progressing forward. At times you may be invited to present in-person at these monthly meetings.</i></p> <p>Board and Committee Meetings</p> <p><i>We value the relationship with our Board members and respect the role they play to ensure Yarra Valley Water is delivering on our promises. We come together for our Board meetings to build relationships and it's a great opportunity for our people to be recognised for their work.</i></p> <p>Leader Labs</p> <p><i>This is an important learning forum for all leaders held approx. four times per year. It is our way of investing in our leaders continual growth so they can serve you better. Additional sessions maybe facilitated remotely.</i></p>	<p>Team/Group Meetings (minimum two per year)</p> <p>We come together to build strong relationships, align on our work, and agree the direction and focus. We take the time to celebrate each other and have some fun. Our people feel included, know they are important and have the opportunity to contribute.</p> <p>End of Year Celebration</p> <p>Celebrating the year is a special moment for Yarra Valley Water, particularly coming together at Mitcham. A chance to connect, reflect and spend time enjoying each others company.</p> <p>Your First Day – welcome</p> <p>The warm welcome that helps you hit the ground running, commence your connection with our head office, and know you belong.</p> <p>Meet the Team - a welcome event</p> <p>Building great relationships and connecting with your immediate team is important right from the start.</p> <p>Your Final Day – thanks and goodbye</p> <p>It's important to close out with your leader, before you start your next adventure. It is also important you are celebrated, supported and know you made a difference.</p>	<p>Planning/Strategy Days</p> <p>We come together to establish a direction to meet our 2030 strategy, to sharpen our focus to deliver what matters. In person we connect, we collaborate around solving problems and thinking big. We each contribute and we listen to everyone's voice.</p> <p>Managing Incidents – as needed</p> <p>Maintaining core services to customers is key, managing major incidents and impacts to our network is easier and resolutions can be faster when the incident team is all onsite together.</p> <p>Site Visits – if required</p> <p>There are times when you will be required to attend the Mitcham or other worksites (including field) to learn or to train new members.</p> <p>Reconciliation Leadership Committee</p> <p><i>Reconciliation is important to Yarra Valley Water and our commitment to our Indigenous community, so we come together as a committee to build relationships talk about reconciliation and collaborate on ways to move forward together.</i></p>

Bright blue = additional moments for our leaders

