

# Ezko Property Services Pty Ltd

Website: [www.ezko.com.au](http://www.ezko.com.au)

Reviewed 1 March 2021

## Training & Development Policy



**JASON KNOTT**  
Chief Executive Officer



## Guiding Principles

Ezko believe that retention of talent is the result of many quality ingredients blended correctly.

Our goal is to attract and retain the best talent in our industry and beyond to deliver outstanding results for our clients thus enhancing brand Ezko.



To achieve our goals, we believe that the following elements are essential for success:

- Effective recruitment to match the right skills and personality traits to the team, the client and the role.
- Effective and ongoing training
- Balanced and regular performance and behaviour feedback
- Recognition and reward
- Employee benefit opportunities

The combination of these elements creates our employee value proposition.

There are opportunities for employees at all levels to learn and grow. Our responsibility as managers and leaders is to create the framework and set the culture to support the career development of our employees.

## **Our Managers are responsible for:**

- Encouraging employees to drive their individual development and training plans.
- Identify individuals with potential to learn skills.
- Identify capability gaps within the team.
- Managing resources and rosters to allow individuals to undertake training.

## **Employees are responsible for:**

- Driving their own development needs
- Attending training
- Applying the learnings undertaken to deliver a return to Ezko

Accountability for implementation and review of each teams Learning & Development sits with the site managers, Regional Managers and National Operations Manager in consultation with the HR Manager.

## **Our performance:**

We acknowledge that as an organisation, we have a lot of work to do before we can justifiably state that we have achieved our goals.

We have in place an excellent training register, the culture within most local teams is excellent and we appreciate and respect our 'Angels' for the often thank less and unpleasant work that they do every day.

## **In the last year, our retention rates are as follows:**

- Commercial 99.1%
- Retail 66.1%