

The Peak Partnership PEOPLE ADVANTAGE



Discover the benefits and rewards of being part of The Peak Partnership team, including our flexible working environment, training and career development, discounted services, social engagement and more.

ADVICE. CLARITY. DIRECTION.

That's how we help our clients and their business.



WORKING LIFE AT THE PEAK PARTNERSHIP

Working at The Peak Partnership is all about flexibility, fairness, opportunity and inclusion. Our leaders believe that an open, transparent and progressive environment encourages individual and team performance.

FLEXIBLE WORKING TIMES

Our standard working hours are from 8:30 am to 5:00 pm, with a one-hour lunch break. Our work day is shorter than most larger accounting firms, and we don't expect our people working overtime into the evening.

The Peak Partnership also provides staff with a lifestyle balance between work, family and study through agreed part-time hours and shorter working weeks.

Flexible working hours and location can be agreed, as all staff are entrusted with open access to The Peak Partnership office and computer network.

Our staff have the option to work from home up to two days each week, under prior agreement with their Director.

FLEXIBLE WORK ENVIRONMENT

The Peak Partnership Directors understand that priority personal needs can arise between 8:30 am and 5:00 pm, so we allow staff time off to attend to personal matters.

We also have casual dress days and an early finish time on the last Friday of every month.

WORK TEAM LUNCHES

Working in teams at The Peak Partnership, we have an allowance for each team to celebrate various achievements at team lunches throughout the year.

SOCIAL CLUB & STAFF CELEBRATIONS

Our HUB DAY staff morning tea is held on or around the third Thursday of every month, where we celebrate the achievements of our people, our teams and the firm. We also recognise professional and study milestones, work anniversaries and staff birthdays.

Other Social Club initiatives and activities include our EOFY lunch and firm Christmas party (where partners of staff are welcome to join in), plus a variety of in-house events. We also encourage our staff to participate in our endorsed fundraising initiatives for our charity partners.

TRAIN AND PLAY

Experiential learning is a big part of the development of our people. At minimum, we hold a Staff Retreat every two years for our staff – usually an overnight getaway – where we invest in key personal and professional skills development, in a safe and fun environment.

STAFF ENGAGEMENT

At The Peak Partnership, we value the imagination, innovation and opinions of our staff.

We conduct a comprehensive Staff Engagement Survey annually to discover what our staff think about working life at The Peak Partnership. The survey covers:

- Career Development, Training and Education
- Engagement at Work
- Recognition and Rewards
- Relationships and Communication
- Working Environment

Following the survey, the results and feedback are presented to our staff, with agreed workplace changes and enhancements implemented by the team.

Damian Knoblanche
Accounting Director





STAFF BENEFITS

EMPLOYEE ASSISTANCE PROGRAM

Confidential, free professional counselling is available for staff and immediate family members.

Self-help resources are available at eapassist.com.au

Easy online booking at eapassist.com.au/booking-form/

Helpline telephone number **0407 086 000**

SERVICE LOYALTY BONUS

Staff receive a financial reward that is commensurate with every five years of full-time continuous employment.

RECRUITMENT INCENTIVE

Staff receive a recruitment incentive if a new staff member is hired as a result of their introduction to the firm, with an additional incentive after the end of the probationary period for the new staff member.

INSPIRING PERFORMER AWARD

We recognise outstanding individual staff performance each month at our HUB DAY morning tea, with our peer-nominated Inspiring Performer Award. The awardee is given a monetary gift card for his or her contribution.

FIRM DAY

One paid "firm day" is given to all staff members. This day is taken over the Christmas and New Year holiday period, when the office is closed.



Cara Halvey, Senior Accountant

TECHNOLOGY

We have a variety of accounting, financial planning and business software applications available to staff when connected to our network, either in-office or remotely.

All staff are provided with in-office dual screens, and The Peak Partnership endorses the use of Microsoft Office applications and electronic calendar systems. We also have our own fully-customised and computerised accounting workpapers.

CAREER DEVELOPMENT

STAFF TRAINING

Individual staff training progression and planning is part of our annual staff review process.

PROFESSIONAL DEVELOPMENT

Internal Professional Development occurs every Tuesday. External training specific to areas of speciality is available for staff members.

STAFF EDUCATION

CAANZ/CPA STUDIES

Four days study leave per module.

Reimbursement of course fees upon a minimum grade of a 'pass' achieved.

Ongoing assistance with CAANZ and CPA requirements.

FINANCIAL PLANNING PROFESSIONAL YEAR

Four study leave days for the Financial Adviser Exam.

Reimbursement of Financial Adviser Exam fee upon a minimum grade of a 'pass' achieved.

Ongoing assistance with CPD requirements.

RELATED TERTIARY STUDIES

Two days leave per subject per semester (one for study purposes and one to sit the exam) – up to a maximum of 8 days per annum or 12 days per annum if completing three semesters.

Flexible work hours to accommodate study commitments.

OUR VALUES

WE VALUE PROFESSIONALISM AND EXCELLENCE

We accept the challenge of ownership and take responsibility for our actions.

We constantly strive to uphold the highest professional standards, provide proficient advice and maintain our independence.

We continually strive to improve performance.

We solve practical and technical problems through innovation.

WE VALUE OUR CLIENTS

We are committed to building strong, enduring relationships with our clients to enhance the delivery of quality work in a timely manner.

We aim to meet or exceed their expectations.

WE VALUE OUR COMMUNITY

We are actively involved in the support of our community and our profession.

WE VALUE HIGH ETHICAL STANDARDS OF BEHAVIOUR

We respect each other and act with integrity and transparency in all that we do.

WE VALUE TEAMWORK AND SUPPORT LEADERSHIP

Our leaders encourage individual accountability and support and empower our people.

We encourage teamwork within a climate of openness and trust, allowing people to grow and perform their best.

WE VALUE OUR PEOPLE

Our people are the key to our success.

We support our people through:

- continuous learning and development.
- recognition.
- flexibility.
- enthusiasm.
- a healthy, fun work environment and a balanced work/home life.

MORE STAFF BENEFITS

HEALTH & WELLBEING

The firm provides voluntary annual flu vaccinations, periodic in-office mobile massages, and other occasional health and wellbeing initiatives for all staff.

Annual fun runs and quarterly activities are planned to support our chosen charity partners.

CAR PARKING

Free car parking (undercover if available) is provided to all staff.

PROFESSIONAL SERVICES

Our staff enjoy access to discounted professional financial planning and SMSF services, and discounted review of risk insurance services.

PROFESSIONAL EXPERIENCE

With more than 150 years' combined experience, our in-office accounting, business advisory and financial specialists are available to assist you with any client enquiry across our full service range.

CHRISTMAS

In addition to the firm Christmas party, our final work day before Christmas features a team lunch and early finish time. All staff also receive a Christmas Gift as a thank you from the firm's Directors.



CHARTERED ACCOUNTANTS
AUSTRALIA + NEW ZEALAND



The Peak Partnership
Inspiring Performance

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Learn more at www.peakpartnership.com.au