



The Job Sharing Solution

If you're looking to resolve recruitment challenges, job sharing may be a solution for your business.

STEPS can deliver innovative job sharing solutions that benefit your business

- ➔ We have over 20 years experience of placing people with disabilities into all types of jobs
- ➔ Many of our clients are looking for work between 8 and 15 hours per week
- ➔ Our jobseekers have a wide variety of experience and skills
- ➔ Our services are free, and our job seekers are keen



1300-0-STEPS
or 1300-078-377

www.steps.net.au

STEPS employment services are FREE to jobseekers and employers

What is job sharing?

- ➔ Job sharing is the sharing of one job by two or more employees who work on a part-time basis. The employees share the work, hours, salary and entitlements allocated to one job.

Benefits of job sharing

- ➔ **Set yourself apart** – job sharing can help a company retain valued staff or attract an untapped talent pool who may not otherwise be able to, or interested in, work.
- ➔ **Double your talent** – two people working in the one job can potentially increase your skill set, experience and perspective, and each worker can learn from each other's strengths.
- ➔ **Productivity increases** – with each worker enjoying a better work/home life balance, they can work with greater energy and focus. Job sharing is proven to increase staff morale, and reduce anxiety and stress.
- ➔ **Continuing job coverage** – work can continue during holidays, sickness and other absences. Also, if one person moves on, your company retains one person who can pass on their knowledge to the next. Research shows that loyalty and retention are generally high, and absenteeism is low among job sharers.

Eligible jobs

- ➔ Almost all jobs are suitable for job sharing, including management positions, and many have been successfully converted into job sharing arrangements.

Job sharing example

- ➔ Claudia is a qualified child care worker who recently returned to work after maternity leave. Before returning to work, Claudia asked her employer if she could work three days per week rather than full-time. The child care centre's manager contacted STEPS to recruit a trainee in a job sharing arrangement with Claudia. The two days per week suited the new recruit perfectly, as she wanted to work for 15 hours per week.

It's all about you and your team