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## Workplace launches “frequent flyer”-style rewards program for staff

Staff will soon receive extra days off, plasma televisions and other prizes as part of a novel “frequently flyer”-style workplace rewards scheme launched by Queensland-based MRWED Training & Assessment.

MRWED is Australia’s largest provider of trainer training. In 2009, it was named as one of the Top 10 places to work in Australia by BRW magazine.

As part of its broader professional development program, MRWED has launched the MRWED Wish List where employees accrue points when they achieve set milestones. These points can then be redeemed for time off, free gifts and experiences.

MRWED Founder Marc Ratcliffe said the new scheme bolstered the existing professional development and benefits staff received, including flexible working hours and tele-commuting.

Mr Ratcliffe also cooks a hot lunch for staff each month.

“The program is about recognising the importance of our staff to our business. Quite simply, without them we don’t have a business. It also recognises that everyone has their own individual tastes, preferences and wishes.

“The MRWED Wish List works by setting key performance indicators for each employee and nominating a set number of reward points once that has been achieved. Once accrued, the employee can then redeem those points for a particular reward – whether it is a new television or a free day at the spa. Together, the business and the employee determine the point value of specific rewards from the beginning.

“The benefit for staff is that they are working towards something they really want. For the business, the benefit is a highly-engaged and focused workforce going above and beyond to achieve the set goals.”

Mr Ratcliffe said with forecasts of an economic recovery and rising employment in 2010, Australian businesses would need to re-deploy their investment in staff development.

“While many slashed spending on professional development in 2009, predictions of growing competition for staff this year would force businesses to take action or lose employees,” he said.

In 2009, MRWED Founder and Principal Marc Ratcliffe was named as one of the world’s Top 10 Young Trainers of the Year by Training Magazine (USA). MRWED was

**also recently named as one of the Top 10 places to work in Australia by BRW magazine and was awarded a 2009 Australian Business Award for Enterprise.**

**MRWED Training and Assessment is a private Australian Registered Training Organisation (RTO). Its courses have trained people from CEOs and human resource managers through to frontline managers on the art of engaging and training others. It has trained more than 12,000 Australians in training and assessor qualifications since it was established in the year 2000.**

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