



Mob Jobs Registered Employer

We at Mob Jobs are particularly committed to ensuring our jobseekers are employed in culturally safe workplaces. Research has shown that culturally unsafe workplaces significantly contribute to the low retention rates of First Nations people who are three times more likely to be unemployed.

Today workplace cultural safety is a compliance issue and employers have a responsibility to ensure their workplaces are safe. Embedding cultural safety across your organisation requires a significant corporate cultural shift, which can be a lengthy process. And yet, despite our efforts, we can never eliminate workplace discrimination or cultural safety incidents completely.

Mob Jobs understands that most businesses do not have the cultural expertise or best practice cultural safety frameworks to ensure their recruitment of First Nations people is safe and sustainable. This is why we have created the **Mob Jobs Registered Employer** program.

As **Mob Jobs Registered Employer** your business has instant access to on call cultural experts and best practice cultural safety frameworks, to start employing First Nations people immediately and confidently. We provide the critical workplace cultural support for both the employee and employer to ensure a successful recruitment outcome. In addition, companies who are a **Mob Jobs Registered Employer** are meeting their social procurement commitments by engaging a 100% owned and operated First Nations business.

Mob Jobs Registered Employer's receive:

- A culturally safe recruitment agreement
- Post-placement support (90 days)
- A tailored cultural safety framework.
- Cultural safety training (15 staff max).
- On call access to workplace cultural safety experts.
- Use of the Mob Jobs Registered Employer logo. (12 months)

Culturally Safe Recruitment Agreement

Our recruitment agreement contains specific provisions to contract Mob Jobs to support employers to ensure the cultural safety of First Nations employees. Please note that a discount of 10% of the recruitment fee for the first 3 placements is provided to Mob Jobs Registered Employers.

Cultural Safety Framework

The first stage of developing a Cultural Safety Framework is to conduct a Cultural Safety Audit. The recommended amendments to policy and procedures in the Audit report, inform the development of a tailored cultural safety framework for your organisation.

Cultural Safety Audit

Review workplace policies and procedures.

The review is conducted to identify any actual or potential impacts to First Nations cultural safety contained in policy and procedures.

Audit Report

The Audit report provides recommended amendments to specific policies and procedures required to improve current workplace cultural safety standards.

Cultural Safety Training – Executives, Managers, Team Leaders, and staff

The content of cultural safety training is tailored to each organisation according to the changes to workplace policy and procedures as adopted in response to the Cultural Safety Audit report. Delivery of this training targets Executives, Managers and Team Leaders, with the option of extending the training to all staff. Initial Cultural Safety Training is capped at 15 people. Training for additional staff can be provided at our nominal rates.

On call workplace Support/Mentoring.

Your company has access to the full suite of services and expert advice provided by our specialist team at Mob Jobs.

Pricing

As larger companies typically require more work to deliver the package than small businesses, the pricing is provided on application (POA).

Mob jobs offers a 15% discount to social enterprises, not for profit and community organisations.

To apply to become a **Mob Jobs Registered Employer** please complete the registration and cultural safety profile form on our website. www.mobjobs.com.au

Once received, our Mob Jobs staff will contact you to provide an obligation free quote.

Annual Subscription

Annual subscription to the Mob Jobs Registered Employer program is available only after the delivery of the initial package has been completed and 12 months has expired from the date of registration.

Please see the attached schedule of rates and benefits of subscribing to the Mob Job Registered Employer program.

Package Type	Services
 Fire Package	2x Speaking events. 40 hrs on call Annual Cultural Safety Training workshop (20 Max) 30% discount on Recruitment Fee (3 Placements)
 Ochre Package	1x Speaking events. 20 hrs on call Annual Cultural Safety Training workshop (15 Max) 20% discount on Recruitment fee. (2 Placements)
 Charcoal Package	10 hrs on call Annual Cultural Safety Training workshop (10 Max) 10% discount on Recruitment Fee. (1 Placement)

For more information about becoming a Mob Jobs Registered Employer please contact us on **1300 DEADLY** or email your query to info@mobjobs.com.au