
Programmes keep focus on local talent

Media release

Monday, 6 May 2019

Oil Search offers market-leading benefits to employees, enabling the us to attract and retain high-quality talent and demonstrate our commitment to PNG's development.

Established in 2016, our Citizen Development Programme provides clear development and employment opportunities for high-performing PNG citizens. Sixty-six per cent of our leadership roles in PNG are held by PNG citizens, and 84 per cent of our PNG workforce is made up of Papua New Guineans.

In 2018, we introduced a scholarship programme for young PNG citizens focused on early identification and attraction of technical and leadership talent, with education opportunities at both secondary school and tertiary levels in skills shortage areas.

Employee development was also a key focus in 2018, with several initiatives underway to develop workforce capability, foster employee engagement and manage the pipeline of people with the potential to move into leadership roles.

We also offer a range of market-leading benefits:

- First Home Ownership Scheme helps PNG citizen employees buy or build their first home on titled or state-leased land helping provide access to affordable housing.
- 13 weeks paid parental leave to employees who take time out to be the primary care giver. We also continue to pay superannuation contributions during periods of unpaid parental leave taken as the primary care giver (paid parental leave).
- Extensive lifestyle, health and well-being programmes, including fitness and health assessments, access to exercise facilities, and diet and nutrition advice.
- Employee Assistance Programme is a professional, confidential advice service which can assist in dealing with a broad range of personal or work-related issues. The service is available to all employees and their immediate families and is paid for by Oil Search.

In September 2018, Oil Search Foundation and its partners launched Bel isi PNG (Peaceful PNG), which uses an innovative multi-sector model to provide case management services and emergency accommodation for people experiencing family and/or sexual violence.

We also invest in community organisations to help build their capacity and effectiveness. This allows us to extend our reach through partnerships and leverage our partners' local expertise and knowledge to make greater progress towards shared development outcomes.

Champions of Change, launched in 2018, encourages our employees and contractors use the skills and knowledge gained at work to improve their communities. In 2018, 18 small grants were awarded through the Champions of Change initiative to support community activities, including training employees to address local family sexual violence.

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Media enquiries

Ann Diamant
General Manager, Investor Relations & Communications
ann.diamant@oilsearch.com
+61 407 483 128

