

Valuing our staff



Office of State Revenue
NSW TREASURY



How OSR offers a rewarding career

We recruit people who live our values of responsiveness, integrity, teamwork and achievement. This will ensure we are successful in achieving our purpose to fund the future of the people of NSW.

You will be joining a team of highly-skilled people who find OSR a rewarding and satisfying place to work. We expect you to want to achieve, and we take the time to acknowledge and celebrate your achievements. However, we also know balancing work and the rest of our lives is important, so we provide different ways for you to do this.

Get recognised

OSR Values are entrenched in our culture. They guide our work. But the strongest motivator is your own desire for personal achievement. We want to help you reach your personal best and recognise this effort.

Going that extra mile

We love it when you go the extra mile in your job. It shows you are committed to achieving both your personal and OSR goals. To recognise this, every year we present five OSR Excellence Awards. We acknowledge an overall winner, as well as one person who embodies one of each of our values of responsiveness, integrity, teamwork or achievement.

Giving you a step ahead

Your drive for achievement helps make OSR a success and we want to reward your commitment. For each position, we give increments up to a maximum salary for your grade. When you come up for your annual salary increment, your manager can reward your outstanding performance by recommending you progress up an extra increment level.

Your dedication and commitment

For those who have served the NSW Government well for more than 40 years we acknowledge your service by presenting you with a symbol of thanks as well as a formal celebration among your peers. On occasions, we may nominate someone for the Public Service Medallion to recognise outstanding contributions.

Your work in the community

Everyday, many of you contribute to help our community outside of work at OSR; you could be sitting next to a weekend hero! Your life is much more than the time you spend at work and we want to recognise the work you do outside OSR. Once a year we recognise our volunteers by awarding a Citizen of the Year to acknowledge the enormous contribution they make to the lives of others.



Develop your skills



We expect you to grow and learn while you're at OSR. Your development helps develop OSR so we offer a range of programs and incentives to help you gain new skills.

Opportunity to grow

Want to try something different? Apply for a Temporary Appointment or Development Opportunity when it becomes available.

Learn new skills by working in other parts of OSR and bring back your experiences to your current position. It may help you achieve a promotion and give you a wider understanding of what we do.

Get outside your comfort zone

If a vacancy becomes available for a short period of time, you may be asked to perform at a higher level and receive a Higher Duties Allowance. For any longer periods of time, temporary appointments will be advertised.

Be equipped

EQuIP is a way for you to set goals in your job and regularly discuss your progress with your manager. It gives clarity on what is expected of you, uncovers training needs, and shows how you contribute to the Branch, Divisional and Corporate plans.

Learn and develop

We are committed to your development, so we offer exciting opportunities for you to build your technical, professional and management skills identified through your EQuIP. For those with future management potential, we offer scholarships for learning in a range Executive Development programs.

Get qualified

To stay on top of current trends and practices, you may need to study outside your work at OSR. We want to see you get qualified and keep your studies relevant and up to date, so we financially support and offer additional time off work for approved courses.



Balancing work and life



Flexible work practices

We know how difficult it can be to manage personal and work commitments, so we offer alternate arrangements to help you do this. We operate under a generous Enterprise Agreement that includes flexible working hours, part time work, job sharing, career breaks, family and community service leave and carers leave.

Work flexible hours

We encourage a flexible approach to determining your working hours so you can have a work-life balance. Our flexible hours allow you to work anytime between 7 am and 7 pm. Of course, you need to balance this flexibility with operational needs. Additional hours you work are accumulated.

Work part time

We also give you the option to work with us on a part-time basis so you can better balance your responsibilities outside work. This can be achieved through job sharing or part-time work arrangements.

Get involved

You will also have lots of opportunities to get involved in OSR. Whether it's the social club, committees, staff surveys, the Spokeswomen group or joining one of our sports team, you'll always have an avenue to express your opinions or join in with others in social activities.

For more information on what we do visit www.osr.nsw.gov.au