

Media Release

Tuesday, 10 June, 2025

Calvary Health Care Named Australia's Most Attractive Employer for 2025

Calvary Health Care has been named Australia's most attractive employer and healthcare brand for 2025, according to Randstad's latest Employer Brand Research report.

CEO Martin Bowles said the recognition reflects Calvary's deep commitment to its mission of *"being for others,"* which continues to resonate across generations, especially with younger people entering the workforce.

"We are delighted to be recognised as the number one purpose-led organisation where people—particularly Gen Z—can build meaningful careers," Mr Bowles said.

"If caring comes naturally to you, Calvary is a place where you can live that purpose, while learning and growing in an inclusive, supportive and diverse culture."

Calvary is one of six purpose-driven organisations to rank in the top 10, reinforcing the strong desire among jobseekers to work for employers making a social impact. With more than 18,000 employees and 68 facilities across four states and two territories, Calvary delivers a full range of health, aged, home, and community care services to people across Australia.

Calvary's Mary Potter awards reveal our values—**Hospitality, Healing, Stewardship, and Respect**—are not just words on paper. They guide how care is delivered, how staff treat one another, and how the organisation grows.

"People come to Calvary because they want their work to matter," said Teegan Morris, Head of People Services.

"They are supported, challenged, and inspired by our values every day. Whether they're just starting their career or stepping into leadership, we invest in their growth because we know it leads to better care for our communities."

Calvary places a strong focus on developing its people. Staff are supported with ongoing learning and development opportunities, leadership programs at all levels, and structured career pathways. Strategic partnerships with universities and registered training organisations also ensure student placements and industry-aligned upskilling.

In line with the findings of the Randstad survey and the desires of the workforce, Calvary values diversity and is committed to fostering a workplace that is respectful, welcoming and inclusive where people are supported to draw strengths from their identity, culture and community.

Bree Mazaris, a support worker with Calvary Home Care in Mulgrave, Melbourne, transitioned from veterinary nursing after completing her Certificate III in Support Work.

“It has been exactly as I thought it would be and I am very grateful to work for Calvary,” Ms Mazaris said.

“The whole onboarding process was easy and I feel lucky so far with the support and training I’ve been given.”

Simranpreet Kaur, an enrolled nurse in Launceston, said she was drawn to Calvary’s not-for-profit mission and the opportunity to provide care in the community.

“The spirit of Calvary is very good,” Ms Kaur said.

“Having worked for a number of organisations and previously in aged care, I’ve been impressed with the experience of the staff and the training offered at Calvary.

“I am very happy with where it is going and have learned a lot of new skills on the job,” she said.

Kim Pennington, a former beautician of over 20 years, is currently completing her paid traineeship with Calvary in Launceston.

“I honestly can’t say enough about the training I’ve received, and I can’t praise my managers enough for their great support.

“I’d like to stay with Calvary until I retire, it is one of the best jobs I’ve ever had.

“I enjoy working with the dementia patients and it is something I wish I had started ten years ago,” she said.

People choose Calvary not just for a job, but to make a difference. They are inspired by purpose, workplace values, good training, diversity and inclusion, and strong management.

This recognition as Australia’s most attractive employer reaffirms Calvary’s People Team strategies and our commitment to its people, its mission, and to shaping the future of care.

- The Randstad Brand Employee Survey noted that with Gen Zs now accounting for 27 per cent of the market they continued to define what makes a workplace attractive, with seven of the

top-ten most attractive employers rated highest by Gen Z.

For media enquiries contact 1300 450 108 or email media@calvarycare.org.au

About Calvary:

In 1885, six courageous Sisters sailed into Sydney to continue the mission of Venerable Mary Potter and the Sisters of the Little Company of Mary to care for those in need. Thus began Calvary's enduring legacy of care in Australia. Today, we continue their mission, in our hospitals, home and virtual care services, retirement living and residential aged care homes across four states and two territories.

For more information, visit www.calvarycare.org.au.