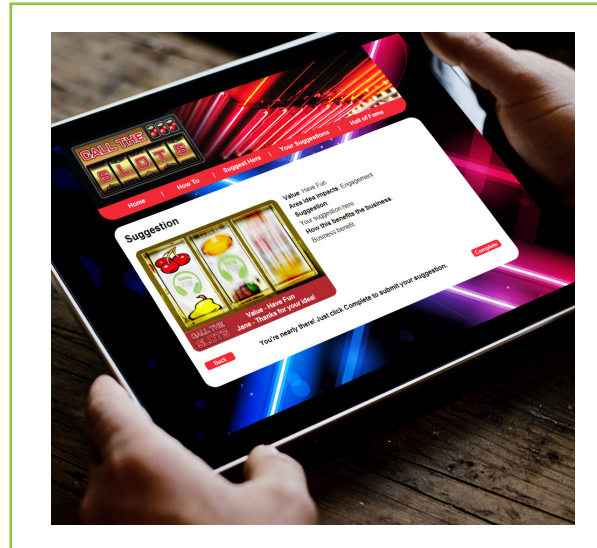


# Talarius – Call The Slots



## The Audience

Support Centre and field staff of Talarius (part of the Tatts Group) – circa 1100 employees.

## Objectives

To implement an employee suggestions programme to demonstrate that **at Talarius feedback is encouraged and makes a genuine difference to the company.**

Talarius wanted employees to see their ideas come to life and know that their suggestions are being listened to and taken seriously, thus improving staff morale.

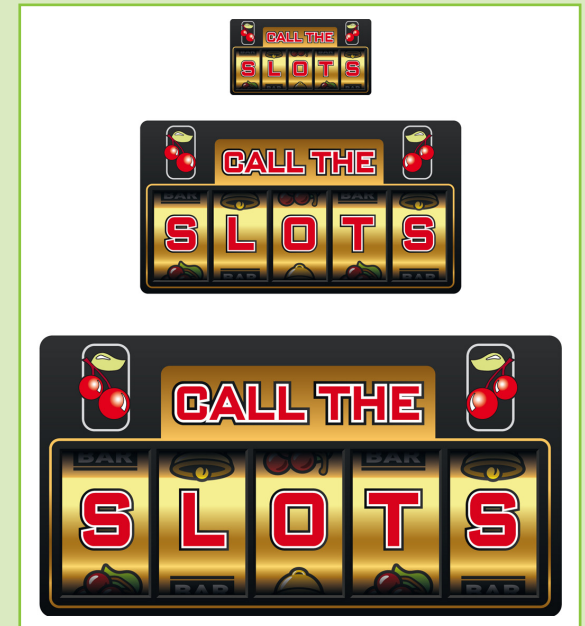
## The Solution

P&MM delivered a tailored version of its highly successful Buzz recognition scheme, whereby employees are able to input their ideas and suggestions via an online portal against core company values.

The site uses interactive 'casino style' colours and imagery to encourage participation. The suggestions are then evaluated on a monthly basis and individuals are rewarded if their idea is chosen to be implemented. Those who haven't had implemented ideas can also be rewarded if the company likes them, but are unable to do so due to the strict laws around gambling.

Great care has been taken to ensure employees know the status of their suggestions, with emails sent at every update, and terminology used to reflect the programme as well as encourage further participation - for example, a suggestion is not rejected, but labelled 'spin again'.

Employees are encouraged to put forward as many suggestions as they wish, with winners publically announced each month. Over 100 ideas have been approved to date.



"We are really pleased with how the system works, it's very easy for all our colleagues to use. Employees can access this from their home or via our intranet making it accessible all day long! We hold a national conference once a year and have now incorporated a 'call the slots: best idea' award into the evening awards ceremony, which shows just how much this scheme means to both the company and our employees."

Internal Communications Manager