

Leadership Statement of Support

16 April 2026

Re: Veteran Employment Commitment – Veteran Employment Supporter

At Strive Occupational Rehabilitation, we are proud to formally affirm our strong and enduring commitment to supporting veterans and their families through meaningful employment, rehabilitation, and transition to civilian life.

Historically, Strive has been a signatory to, and a strong supporter of, Veteran Employment initiatives. This commitment is embedded in our organisational values and reflected in our workforce practices, service delivery model, and leadership priorities. Across multiple locations throughout Queensland, Strive has consistently employed veterans and partners of veterans, recognising the unique skills, leadership capability, resilience, and lived experience they bring to our organisation and to the clients we serve.

Strive has also actively supported a number of employees who have served, or continue to serve, in the Australian Defence Force through the Army Reserves. Throughout their employment with Strive, we have provided flexibility, operational support, and leave provisions to enable participation in training and deployment activities. We are firmly committed to maintaining and strengthening this support into the future, recognising the importance of honouring ongoing service commitments alongside civilian careers.

Our commitment to veteran employment is further reinforced through the work we do every day. Approximately 15% of Strive's customer and client base identifies as veterans. Through our rehabilitation and return-to-work services, we support veterans and their families to successfully transition from ADF service into civilian employment and life. This includes addressing complex physical and psychological injuries, supporting vocational adjustment, and assisting veterans to rebuild sustainable work capability following the conclusion of their military careers.

We actively encourage veterans to apply for all advertised roles where qualifications and experience are suitable. Strive recognises that employing veterans not only strengthens our workforce, but also enhances the quality and depth of support we are able to provide to veteran clients. Lived understanding of military culture and service-related transition is highly valued within our organisation and directly informs more effective, empathetic service delivery.

Strive's executive leadership team and Board fully endorse and support veteran employment. This commitment is organisation-wide, supported from the highest levels of governance, and evidenced through our ongoing employment practices, policies, and cultural leadership. We view veteran employment not as an obligation, but as a privilege and a responsibility aligned to our purpose of supporting engaged people to thrive at work.

By joining the Veteran Employment Commitment as a Veteran Employment Supporter, Strive seeks to formally reinforce what has long been an established part of who we are as an organisation. We are committed to continuing to support veterans, reservists, and their families through employment, flexibility, understanding, and meaningful career opportunities now and into the future.

Your sincerely,

A handwritten signature in black ink, appearing to read 'Chris Merrilees', written in a cursive style.

Chris Merrilees
Principal Consultant | General Manager
Strive Occupational Rehabilitation