



## Benefits of working at **GLEN INNES SEVERN COUNCIL**

**The Glen Innes Severn Council and the Local Government Award offer *GREAT* benefits to employees. Here is a brief outline:**

### **Arrangement**

Employment conditions and benefits with the Glen Innes Severn Council are administered in line with the Local Government (State) Award 2010. In addition we have developed policies to ensure our staff have access to extra benefits.

### **Pay Increases**

All staff are eligible for pay increases according to the Local Government (State) Award variations. These are usually payable in July each year. In April each year performance reviews are held for all staff at which time pay increases may also occur if performance objectives are met.

### **The RDO Program**

Eligible indoor staff have the opportunity to work 22 minutes extra per day to enjoy an RDO per month. Outdoor staff enjoy the benefit of a 9 day fortnight.



### **Payment of Removal Expenses**

Council will contribute up to a max \$5,000 towards removalist costs for key positions. *(Conditions apply)*

### **Subsidised Rental**

Council will subsidise rental payments for key positions for a period of up to 3 months following employment. *(Conditions apply)*

### **Paid Maternity Leave**

Eligible employees are entitled to paid maternity leave of up to nine weeks on full pay or 18 weeks on half pay when they have a baby. This is paid concurrently with the Paid Parental Leave from the Australian Government.

### **Concurrent Parental Leave**

If you are a supporting parent, when your baby is born you may take up to 10 days from your sick leave allocation to be with mother and baby.



### **Sick Leave**

Permanent staff have access to 3 weeks sick leave each year. Unused sick leave is accrued, "just in case".

### **Carers Leave**

Permanent staff have access to up to 2 weeks carers leave each year to look after family members in the event of illness or emergencies. Carers leave comes from your sick leave allocation. *(Conditions apply)*

### **Long Service Leave**

When you have completed 5 years of full time service with Council you are awarded 6.5 weeks of extra leave to use during the ensuing 5 years. This is in addition to your 4 weeks annual leave. This can be taken at normal, double or half pay.

### **Sick Leave and Long Service Leave Carry over option**

If you are moving from another Council in New South Wales to join Glen Innes Severn, you may bring with you up to 13 weeks sick leave and any Long Service Leave that you have already accumulated. Local Government Super funds can also be maintained within New South Wales.



### **Retained Fire Fighters and Emergency Services Leave**

In addition to the award entitlements Council will subsidise an additional one week of paid leave annually for essential service with the above. *(Conditions apply)*

### **Defence Force Leave**

To support and encourage its employees in the Defence Force Reserves, Council will provide two weeks of makeup pay each service year to attend to Reservist duties .

### **Study Incentives Scheme**

There is provision for you to take time off for approved study programs and to attend examinations. Council also offers study grants and study loans for approved training. *(Conditions apply)*

### **Subsidised Uniforms**

As an incentive for staff to wear the corporate uniform, council will subsidise uniform purchases. Council also allows the repayment of uniforms from your pay. *(Conditions apply)*

### **Leaseback Vehicle Options**

Depending on operational requirements, council may make available a vehicle for private use and the provision to make leaseback payments via payroll deductions.

### **Vaccinations**

Council is committed to providing protection for staff against occupational diseases and free influenza shots via a free vaccinations program.

### **Employee Assistance Program (EAP)**

The EAP offers confidential counseling sessions with professional counselors for staff and their immediate family members. EAP can be contacted on 1300-361 008.

### **Long Term Staff Recognition Policy**

It is council policy to recognise long term staff. This is done each year at the Christmas Party and rewards are based on years of service.



### **Payment of Professional Association Fees**

Where membership of a professional association is deemed necessary for a position, council will pay the membership fee. *(Conditions apply)*

### **Flexible Working Arrangements**

Working hours can be negotiated to assist staff with family / lifestyle commitments and for special or difficult circumstances. *(Conditions apply)*

### **Professional Training**

Glen Innes Severn Council provides excellent training opportunities for all levels of staff.



### **To Staff, existing and new,**

*As you can see, Glen Innes Severn Council offers many great benefits to its employees. It is an outstanding place to work!*

*From an employee perspective benefits are included for the young, not so young, students, and those who are expanding their families.*

*We value our employees and invite you to take advantage of each of these benefits as you need them.*

**GENERAL MANAGER**