

## Town of Gawler – The benefits of working with us!

The Town of Gawler provides a range of employment conditions related to people friendly practices, health and wellbeing programs and personal and professional development. These include:

- Leave Without Pay \*
- Defence Reserve Leave
- Emergency Services Leave
- Bereavement/Compassionate Leave
- Paid and unpaid Carer's (Family) Leave
- Cash-In of Long Service Leave
- Emergency Personal Leave
- Jury Service (Leave)\*
- Flexible working conditions
- 9 day fortnight (76 hours worked over 9 days with 1 rostered day off) (field operations staff)
- Employer Contribution Superannuation (currently 9.50%)
- Salary sacrificing for superannuation
- 24/7 Income Protection Insurance
- 24/7 Journey Insurance
- Annual subsidy for corporate wardrobe
- Safety clothing and footwear (field operations staff)
- Casual dress days / Fundraising activities

Council also provides a range of programs to support the health and wellbeing of our employees, together with aiding work/life balance, and these include:

- Skin cancer checks
- Free influenza immunisation for employees and their spouse/partner
- Smoke free workplace
- Retirement planning
- Retirement transition program (flexible work options to phase in retirement)
- Employee assistance program (free counselling sessions)
- Blood donor leave

Council has a commitment to provide career development opportunities to all employees. Our learning and development initiatives include:

- Study Assistance\* (Reimbursement of fees and study resources)
- Study leave and professional development leave\* (paid and unpaid)
- Annual Performance Development Reviews incorporating personal and professional development plans
- Leadership Development through mentoring, coaching, undertaking leadership programs and assessment of leadership styles.

In addition, employees also enjoy the benefits of collective workplace bargaining to achieve flexible workplace agreements tailored to their particular workplace.

**\*Note: Granting of these arrangements are subject to operational needs and in accordance with relevant policies.**