

# Total Rewards Program

**Our Total Rewards Program is based on the belief that**

**Employee Satisfaction**

=

**Customer Satisfaction**

=

**Business Success**

**We offer an attractive range of benefits for our people called our Total Rewards Program. The Program goes beyond your salary and consists of a combination of paid and other personal benefits that make a difference to your quality of life and employment with Bridge Housing.**

## Professional Development

- Annual performance and career development planning
- Monthly development conversations
- Ongoing learning and development program
- Seminar and conference opportunities
- Leadership development including coaching and mentoring
- 50 percent reimbursement of study fees - with approval

## Remuneration

- 10 percent above award (SCHADS)
- 35 hour work week (instead of 38 hour week)
- Recruitment referral bonus \$1000
- Not for profit salary packaging available (up to \$15,900) Bridge pays the admin fee (\$220 per person/per year)
- Salary packaging available through Maxxia (Novated leasing, laptops and phones etc)
- 25 percent discounted car and home insurance through Maxxia
- A number of discounts including movies, shopping and more

## Recognition

- Annual BRAVO Awards
- Monthly Customer Service and Thank you Awards
- Years of Service Awards
- Monthly birthday celebrations

## Collaboration and teamwork

- Team Building
- All staff gatherings
- Christmas Party
- Social events
- Cultural Celebrations
- Committees and working groups

## Wellbeing

- Flexible work arrangements (including hybrid working)
- Massages
- Flu shots/skin checks
- Tea, coffee, fresh fruit and regular celebrations
- Charity events (e.g. walks, fun runs, donation drives)
- Gym discount at Anytime Fitness
- Employee Assistance Program

## Additional Leave

- Gifted leave between Christmas and New Year (generally 3 days)
- Birthday Leave
- Flexi time
- 2 days study leave - with approval
- Long service leave prorated after 5 years
- Primary carers parental leave up to 16 weeks
- Paid partner parental leave up to 6 weeks
- 1 day volunteer leave per year
- Cultural leave for Aboriginal and Torres Strait Islander employees
- 10 days Domestic and Family Violence leave

