

# Employee Benefits

# Our purpose is to empower and support South Australians impacted by work injury.

Our services and those delivered by our claims agents are designed to provide early intervention support to workers and employers following a work injury, to ensure the worker can recover and return to work as quickly as possible.

We are looking for team members who genuinely align with our Values:



**We care about people and sustainability**



**We are inclusive and innovative**



**We listen to understand**



**We own our actions**

## Our environment




The ReturnToWorkSA office is located in the heart of Adelaide at 400 King William Street and easily accessible by public transport (trains, buses and trams) and close to parking. The central location is within walking distance to cafes, restaurants, CBD, Adelaide Central Markets and South Parklands.

Our spacious, modern office space includes:

- generous kitchen facilities throughout with complimentary tea and coffee
- an open plan cafe-style social space with coffee machines and chill out areas
- dynamic workspaces (including a dedicated training room, collaboration spaces, and quiet rooms)
- sit-stand desks and ergonomic office chairs
- vending machine.

## Flexible Working Arrangements

We understand the importance of flexible work arrangements in maintaining a diverse, adaptable and high-performing workforce. Our flexible work policies allow you to work with your manager to optimise your work / life balance. Flexible work arrangements include:

-  Hybrid (part-time remote work)
-  Varying standard working hours (including compressed hours\*)
-  Days of work (part time)

## Employee Leave

### **Paid parental leave**

Our generous parental leave policy offers eligible parents up to 18 weeks paid leave for birth and adoption, as well as superannuation guarantee for the duration of the paid parental leave.

### **Purchased annual leave**

Eligible employees are entitled to purchase additional annual leave.

### **Extra leave options**

We offer extra leave for study, career breaks, domestic and family violence, donating blood, emergency services and sporting representation.



## Employee Wellness

### Annual vaccinations and skin checks

Provided annually to those who wish to participate.

### Fresh fruit

Provided seasonally.

### Yoga and meditation sessions

Regular sessions held in-house.

### Wellbeing Reimbursement Program

Employees will be reimbursed for eligible products, services and activities that directly relate to our wellbeing pillars.

### Dedicated Wellbeing Room

Providing a quiet space for prayer, meditation, breastfeeding mothers and anyone needing a moment to rest and recharge.

### Employee Assistance Program

Providing our employees and their families with free confidential counselling and support.

### Holistic MyWellbeing Program

A range of activities and initiatives informed by an employee survey, supporting employees wellbeing across five pillars: Health, Work, Values, Family & Community and Finances.

### Mental Health First Aiders

Our Mental Health First Aid Officers are a trained network of employees who offer direct support to our people.

### Social club

Our employees can choose to become a financial member of the Social Club giving them access to a variety of functions held throughout the year, plus discounts on a whole range of goods and services.

### Corporate Cup Challenge

Join the team in the yearly challenge.

### Dress for your Day

You can choose what to wear based on the tasks that you have for the day.



## Reward and Recognition

Everyone appreciates being recognised for their achievements big and small. We encourage staff to say 'thanks' to their peers, and reward over-and-above achievements that align to our Values.



## Health and Fitness

### Health Insurance

Medibank Private offers discounted private health insurance to all employees.

### On-site gym

Our staff have access to excellent end-of-trip facilities which include gym, secure bike storage, change-rooms with showers, and towels are provided (also available to gym users).



## Diversity and Inclusion

Our Diversity and Inclusion Framework ensures our workforce reflects the community we serve and embraces all backgrounds. Through our Disability Access & Inclusion Plan and Reconciliation Action Plan we will ensure our workplace is accessible and equitable for everyone.

We are committed to achieving gender balance. We belong to the WORK180 network as an endorsed employer for women.



## Financial Wellbeing

### Salary sacrifice

Employees have the opportunity to sacrifice a part of their salary in return for benefits of a similar value, including superannuation and electronic devices.

### Novated leasing

Eligible employees are able to enter into novated leasing arrangements to purchase and run leased vehicles.




### Financial Wellbeing sessions

Free online sessions covering a range of personal finance topics including goal setting, saving, budgeting, taxation, superannuation and investing.



## Learning and Development

At ReturnToWorkSA, learning is purposeful, continuous and driven by you in a supportive environment. Employees have access to:

-  Study support for relevant tertiary education.
-  Online learning through LinkedIn Learning.
-  Internal and external training programs.



## ReturntoWorkSA

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Return to **work.**  
Return to **life.**

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Government  
of South Australia