



# Employee Benefits

At the Town of Mosman Park, our people are at the heart of everything we do.

Each day, we are encouraged to work with purpose and passion so that together, we can shape the future of our Town and make a remarkable difference to our community.

What is in it for you?

- Working for an organisation that supports you every step of the way.
- An engaging and varied role where you'll get to work alongside a friendly and motivated group of people.
- A professional environment that values and supports a work/life balance.
- The feeling of being valued, respected and having equal access to opportunities.
- The opportunity to make a difference to our community.

## We provide:

- Equal opportunity for all employees and a workplace free from discrimination, harassment, and unfair treatment.
- Free parking and end-of-the-trip facilities.
- A central work location.
- A proactive approach to Safety Management, including inductions and training, personal protective equipment, Health and Safety Representatives and a Health and Safety Committee.
- Employee of the month recognition and reward.
- Recognition of Employee Service – for employees with 5-10-20-30 Year of Service.





## **Town of Mosman Park Values**

Our values underpin everything we do, contributing to a supportive and enriched culture that enables us to achieve our goals. The Town's values are:

### **Accountability**

- I take responsibility for our community's experience.
- I am responsible for the energy I bring to situations, so I work to stay positive.
- I work to enhance our reputation and continuity.

### **Connection**

- I help to create a culture of warmth and belonging, where everyone is welcome.
- We value our people, encourage their development and reward good performance.
- We take care of ourselves and each other.

### **Excellence**

- We question existing methods, seeking better solutions and are open to change.
- We act with courage, change the status quo and find new ways to lift up the Town and each other.
- We always strive to be better.

## **Health and wellness**

At the Town of Mosman Park, we are committed to delivering the best health and wellness outcomes for our employees. Initiatives that help us work towards this include:

- Annual Flu vaccinations
- Annual skin checks
- Ergonomic assessments of workstations
- Employee Assistance Program
- Health and well-being information sessions and training
- Corporate team-building activities
- Free coffee, tea and a fruit bowl are available
- Snack bar (to purchase)
- Discounted rates for glasses or services at Specsavers
- Discounts with Crown Hotel
- Free access to The Grove Library
- Access to Fitness Passport Membership to join gym and sports facilities for employees and family members
- Opportunity to purchase discounted electronics via the Samsung Government Store
- TOMP Connect which is an employee initiative that organises social events
- Opportunity to get involved with community events such as the planting day and food truck fairs
- Opportunity to borrow equipment from the Community Enrichment team.





## **Flexible working arrangements**

Flexible working arrangements are available and encouraged at the Town, subject to operational requirements and the position. Flexible working arrangements include:

- Rostered day off (RDO)
- Working from home
- Flexible time start and finish times
- Part-time positions
- Phased return to work from parental leave or after injury or illness

## **Professional and personal development**

We offer learning and professional development opportunities relevant to your position. At the Town, we have a study assistance program, including study leave and financial assistance. The Town also offers higher duties, secondments and internal promotion opportunities. Due to the nature of our organisation, you will also be able to get involved and exposed to a range of areas and projects.

## **Financial enhancements**

There are numerous financial benefits in place for employees at the Town. These include:

### **Salary sacrifice**

- Superannuation co-contribution: Employees who contribute a minimum of 4% of their salary will have a matching contribution from the Town of up to 2%.
- Option to salary sacrifice a laptop, mobile phone, or tablet. Repayments will occur through payroll via a pre-tax salary deduction.

### **Novated Lease motor vehicle**

Through salary deduction, you may want the opportunity to purchase a new or used car and package the running cost, which can reduce your income tax and GST savings. For advice into your personal circumstances, we encourage you to contact a Financial Advisor.

### **Town vehicles**

Employees might be eligible to use the Town's vehicles depending on their position. This benefit could impact your Fringe Benefits Tax.





## **Income Protection Insurance**

For employees unable to work due to illness or injury (subject to conditions as per the policy).

## **Leave entitlements**

The Town encourages a healthy work-life balance and has several leave types in place:

### **Annual leave**

Part-time and full-time employees are entitled to four weeks of paid annual leave per annum (pro-rata for part-time employees).

### **Leave loading**

Annual leave attracts a loading payment of 17.5% of your salary (calculated hourly).

### **Local Government Public Holiday (2 days of additional leave)**

Part-time and full-time employees are entitled to two additional days of paid leave (Local Government Public Holiday), to be taken over the Christmas and Easter periods.

### **Christmas shutdown**

Work/life balance is important to us which is why most Departments are closed over the Christmas and New Year period (\*annual leave is to be taken during this time).

### **Personal leave (sick and carer's leave)**

Part-time and full-time employees accrue up to 10 days (pro-rata for part-timers) per year of employment. Personal leave is available when an employee is ill, injured or caring for immediate family members.





## Long Service Leave

Employees are entitled to receive 13 weeks of Long Service Leave after 10 years of service. Long Service is transferable between Local Governments in accordance with the Long Service Leave regulations. Upon termination, an employee with more than seven years of service will receive a partial payment of their Long Service Leave on a pro-rata basis.

## Leave without pay

Available on a case-by-case basis.

## Public Holidays

Employees are entitled to Public Holidays in line with Western Australian legislation and in accordance with employee work patterns.

## Community Service Leave:

Paid leave is available for:

- for Defence Reserve Service
- Jury Service and Crown Witness
- Voluntary Emergency Management Activity

## Domestic Violence Leave (Special Leave)

Employees can access up to five days of unpaid leave per year for family and domestic violence.

## Bereavement Leave

Up to two days of bereavement leave per occasion are available to employees, this includes casuals when rostered on.

## Parental/Partner Leave

Eligible employees are entitled to up to 12 months of unpaid parental leave, with a possible extension of up to a further 12 months.

An employee can take unpaid parental leave if:

- they are the primary carer of a newborn or newly adopted child under the age of 16 year old, and
- they have completed at least 12 months of service before the date of birth or adoption.





An eligible employee might receive Parental Leave Pay or Dad and Partner Pay under Services Australia.

For more information on the benefits, please contact People and Culture:  
[hr@mosmanpark.wa.gv.au](mailto:hr@mosmanpark.wa.gv.au)

