



## Employee Benefits

There are many benefits to being an employee with Menzie's Support Services. All staff are welcomed onboard and immediately offered a supportive team environment. During induction our staff are supported to acquire pre-employment credentials, and rostered for an orientation period which includes paid buddy shifts alongside our experienced support workers.

We offer training opportunities, weekly staff bulletins, supportive monthly team meetings, on call phone service (after hours and weekends) to support your role as a valued support worker. We also offer the following employee benefits that may be of interest to you.

### Salary Packaging

As we are a registered charity all of our staff are entitled to salary packaging, which allows you to pay some living expenses before you pay tax. Because you don't pay tax on the salary packaged portion of your salary, your taxable income is reduced and your take-home pay increases.

### Contributing to your super

Did you know you can salary sacrifice to make a pre-tax contribution to your super each fortnight? This is a great way to boost your retirement savings. This can be easily processed by our finance team, all you need to do is specify the percentage of your gross wage that you would like to contribute each fortnight.

### Training opportunities

We have a variety of online courses that have been tailored to meet the needs of support workers. We offer both professional and personal development, with support to access training opportunities that are of interest to you.

### Team Culture

We actively promote and work towards hosting a positive team environment that supports and encourages staff. Our staff are invited to a social dinner in Alexandra at regular intervals to socialise and catch up outside of our roles. Our office is available to staff if they would like a break throughout the day.

### Employee Assistance Program

Working in a support role can raise questions about how best to support others whilst looking after yourself. Our employee assistance program (EAP) supports all staff with work-related problems as well as personal problems that may impact on their health & well-being. Our EAP provider offers all staff funded confidential counselling.

### Portable Long Service Leave Authority (PLSA)

In Australia, workers are entitled to paid leave in addition to their annual leave, after a long period of working for the same employer. In addition to traditional long service, Victoria offers portable long service benefits for eligible workers in the community services sector. This is overseen by the Portable Long Service Leave Authority. The Portable Long Service Benefits Scheme allows eligible workers to build up long service entitlements based on time spent in the industry, rather than with a single employer. It's 'portable' because it moves with you if you change employers but remain in the industry.

### Quality

We want to keep everyone safe and provide quality care for staff and clients. We are a registered provider of NDIS supports, we adhere to the rules and regulations of the Fairwork Commission, NDIS Quality and Safeguards Commission and the Aged Care Quality and Safety Commission. In practice, what this means is we have specialised systems in place to support our clients, participants and staff.