



Working at Council

Rewards, benefits and recognition

A vibrant place to work

Enjoy living in Bundaberg and work for Bundaberg Regional Council where you can play in our beautiful natural parks, gardens and open spaces, invest your rewards and benefits back into the local community and be recognised for your valuable contribution to the region.





My health and wellbeing

Wellbeing

Bundaberg Regional Council is committed to actively supporting the health and wellbeing of its employees. We are committed to developing the workplace and workplace culture to ensure the sustained health and wellbeing of our employees.

We support a balance between work, family life and personal activities for all employees. Council has a strong corporate culture that reflects its focus on maintaining a healthy, connected and vibrant workforce. As an organisation we are customer focussed and respectful, we take pride in team work, leadership, sustainability and innovation and we communicate in an open and respectful manner.

A range of programs are available to support our culture including:

- Employee Assistance Program
- Ergonomic Assessments
- Ergonomic designed office spaces
- Red Cross blood donation
- Annual flu shots
- Encourage participation in community health and wellbeing initiatives, including Cane 2 Coral, Be Active Be Alive and Parkrun
- Corporate gym membership
- Rehabilitation programs focussing on both work and non-work related injuries and illnesses
- Strong focus on employee health and safety

Location

The Bundaberg region is situated approximately four hours' drive and only a 45 minute flight north of Queensland's capital, Brisbane. With one of Australia's most temperate climates and diverse natural resources and facilities, there's a wealth of activities and attractions to explore including:

- Southern Great Barrier Reef
- Mon Repos Turtle Rookery
- Hinkler Hall of Aviation
- Fairymead House and Sugar Museum
- Bundaberg Rum
- Bundaberg Brewed Drinks
- Clean, patrolled swimming beaches
- Art Galleries
- Public libraries
- A wide variety of services and vital infrastructure – major hospitals, public/private schools and colleges, high quality childcare facilities, parks and gardens, sporting venues and major campuses of Central Queensland University and TAFE
- All necessary local amenities – banks, pharmacies, newsagents, supermarkets, libraries, cafes, restaurants, bakeries and entertainment venues
- Affordable living





My development

Learning

Council supports a vast array of learning and development opportunities to assist you in your daily role, enhance your leadership skills, manage your personal development and advance your career.

Opportunities to learn are delivered in a range of formats including classroom-based, workshop-style and online training, secondment opportunities, mentoring and exposure to cross-functional projects.

Council's ambition is to deliver organisational excellence through strong leadership and maintaining a skilled and motivated workforce. The learning and development framework has been designed to enable Council to achieve its corporate objectives.

Other personal and professional development opportunities can include:

- Corporate Training Calendar
- Leadership Development Program
- Online courses providing access to thousands of different course topics
- Attendance at conferences, seminars and workshops relevant to your area of expertise
- Individual development needs identified and facilitated through annual constructive development conversations
- Leave provisions, travel support and access to office facilities (*See Study Assistance in the My Pay and Benefits section*)



My pay and benefits

Study assistance

Our approach to study assistance will provide you with multiple support options to assist with voluntary training or formal education that contributes to improved performance in your role with Council. Examples of the assistance available to employees are:

- Flexible working arrangements e.g. change to normal start and finishing times
- Leave – paid and unpaid to attend events such as certification programs, training, seminars, conferences, courses, tradeshow or study
- Financial contribution towards the cost of development activities
- Travel, accommodation and meal allowances
- Access to resources such as photocopying, printing and computing facilities

Leave entitlements

Our leave entitlements go over and above the industry standard and can be used for a range of situations, including family commitments and activities outside of work. Employees can access:

- Four weeks annual leave per year, plus 17.5% loading
- 15 days accruable personal, carers or sick leave per year (unused balance continues to accumulate each year of employment with Council)
- Parental leave
- Maternity leave (four weeks paid) with an additional top up payment available to employees with more than five years' service
- Spousal leave (two weeks paid) at the birth or adoption of a child for eligible employees

Further leave entitlements outlined in the Certified Agreement include:

- Compassionate/bereavement leave
- Long service leave – pro-rata available after five years of service
- Natural disaster leave
- Domestic and family violence leave

Superannuation

Access to up to 18% superannuation (combination of employee and Council contribution)

Corporate health insurance

Discounted corporate rates for health insurance.

Corporate banking

Discounted prices for a range of financial products and services.

Salary packaging

Salary packaging available for a variety of products including superannuation and novated lease vehicles.

Uniform allowance

Generous uniform allowance for employees to purchase the corporate uniform.

Financial advice

An Employee Benefits Program providing access additional benefits, including a range of complimentary services available for employees such as a regular professional financial assessment reviewing all aspects of your financial life.





My work and recognition

Council offers meaningful work experiences for employees and values employee contributions by providing regular formal and informal recognition through a variety of ways.

Service awards

Continuity of service is recognised and celebrated by Council. Formal recognition begins at five years and then again at 10, 20, 30 and 40 year increments.

Strong organisational culture

Council has developed a Corporate Plan 2019-2023 that articulates the organisational values, operating themes and performance outcomes developed to achieve Council's vision of building Australia's best regional community. The organisational values of customer focus, respect, team work, leadership, sustainability and innovation, are embedded into core systems, processes and procedures ensuring alignment to the corporate vision.

- Regular communication regarding what is occurring through the organisation
- Opportunities to work on projects outside of usual role
- Secondment opportunities enabling employees to experience different areas of the organisation

Connection to your community

All of the jobs here at Council connect with our community on a daily basis. Our employees are a part of the Bundaberg Region community and have chosen to live in this region because it is a vibrant place that we love. By working at Council, you have an opportunity every day to help **build Australia's best regional community** and make your home an even better place to live.

Diverse and inclusive work environment

Our community is from a diverse range of backgrounds and experiences and our programs and services have been designed to offer inclusive experiences to all community members. As an employer, Council also develops and implements core programs and initiatives for employees that facilitate an inclusive and diverse work environment and organisational culture to mirror our community demographic.

- Promote a workplace culture that encourages employee innovation, experimentation and learning
- Working groups and committees for core workplace initiatives comprising of employees from all areas and levels of the business
- Regular communication with employees and opportunities to receive feedback from employees utilising a diverse range of mechanisms
- Recruitment processes which encourage participation from across all segments of the community

Flexible work options

In recognition of the diverse needs of our employees and taking into account personal situations and circumstances, Council offers a range of flexible work options, which can be considered on a case by case basis including:

- **Rostered days off – available to employees covered by the Bundaberg Regional Council Certified Agreement**
- Flexible work arrangements – part-time hours, job share arrangements, condensed working week, telecommuting
- Staggered start and finish times
- Employment programs – apprenticeships, traineeships, internships, work experience and volunteer opportunities
- Generous personal leave provisions