

| Employee benefits

- › Health and wellness
- › Grow and thrive
- › Achievements and recognition



Welcome. At the Shire of Murray, we are committed to attracting and retaining the highest quality and valued staff. Our talented workforce is essential to delivering excellent service to the community, as well as being seen as an 'Employer of Choice'.

Note: Not all benefits apply to all employees. If you would like more information about these conditions and benefits, including eligibility criteria, please contact the People Development Department.

Health and wellbeing



Looking after your body and mind

✓ Gym membership

Because your health matters, all permanent employees enjoy free access to the Murray Leisure Centre pool, gym, group fitness and hydrotherapy pool. Plus, your immediate family can join in too with discounted memberships, so wellness becomes a shared goal.

✓ Vaccinations

We offer a range of vaccinations to help safeguard your health:

- › **Annual flu** vaccines for all employees.
- › **Hepatitis A and B** vaccines for staff in at-risk roles.
- › **Tetanus** vaccines as needed.

✓ Annual skin cancer screening

Full-body skin checks are provided onsite every year to support early detection and prevention.

✓ Personal protective equipment

Employees are given relevant PPE on commencement, annually and as required.

✓ Employee Assistance Program

We understand that life has its challenges. Our fully funded Employee Assistance Program (EAP) provides confidential counselling for employees and their immediate families. Access up to six sessions per financial year.

✓ Team spirit

Build connection, boost morale and have fun with our interdepartmental challenges:

- › Join in team sports like basketball, soccer and volleyball.
- › Lace up for the October walking challenge and compete in teams for a chance to win prizes while stepping toward better health.

✓ Safe working environment

We are proud to be recognised with the WorkSafe Plan Gold Certificate of Achievement and the LGIS Silver Diligence in Safety Award. This reflects our deep commitment to a safe, inclusive and supportive environment for all.

Our safety culture is brought to life through:

- › Continuous improvement in Work Health and Safety (WHS).
- › Active WHS Committee and regular fire drills.
- › The friendly face of Murray the Bee, our safety mascot.
- › Implementation of the Disability Access and Inclusion Plan.
- › Strong alignment with the Equal Opportunity and Anti-Discrimination Acts.
- › Clear and consistent Management Practices.

✓ Wellbeing, every step of the way

Our Annual Health and Wellbeing Program is designed to uplift, educate and energise. Activities may include:

- › Office ergonomics workshops.
- › Nutrition seminars.
- › Hearing assessments.
- › Stress management seminars.
- › Weight loss programs.

Work-life balance



Thriving at work and home

✓ Enjoy a nine-day fortnight

We believe in balance. Full-time employees can enjoy a rostered day off every fortnight, giving more time to recharge, explore, or unwind (excludes the CEO, Directors and Executive Managers unless otherwise negotiated).

✓ Public holiday time-in-lieu

Take a well-earned break with two additional days of paid leave each year through our public holiday time-in-lieu (PHTIL) program.

✓ Work flexibly, live fully

We're committed to helping you thrive both professionally and personally. That's why we support flexible working arrangements, empowering you to shape a work-life balance that works for you.

✓ Transition to retirement

Thinking about retirement? We're here to support you with flexible working options that help you move toward retirement at your own pace.

✓ Connect through our social club

Be part of a vibrant and welcoming workplace culture. Our Social Club hosts fun and inclusive events year-round. It is open to all staff, whether you're a member or just dropping in to connect.

Growth and recognition



Grow, achieve and be recognised

✓ Professional development

At the Shire of Murray, we believe in empowering our people to grow. That's why we budget annually for individual professional development and corporate memberships. This gives you access to opportunities that elevate your skills and broaden your impact.

As part of the Shire of Murray EBA, where an agreed training program is in place staff have an option to roll over their budgeted training allocation. This allows staff to carry over their development budget into the following year to pursue more advanced or extended courses - because big goals deserve big support.

Additionally, our Organisational Professional Development Program runs each year, offering a range of inspiring and practical sessions for all employees to learn, connect and grow together.

✓ Multi-skilling

Our multi-skilling program offers the chance to gain hands-on experience across different roles and departments. It's about building versatility, deepening knowledge and growing your confidence to step into new challenges with ease.

✓ Mentoring

Whether you're new to the team or stepping into a leadership role, our mentoring program connects you with experienced colleagues who can offer guidance, encouragement and insight; helping you shape your career path with purpose.

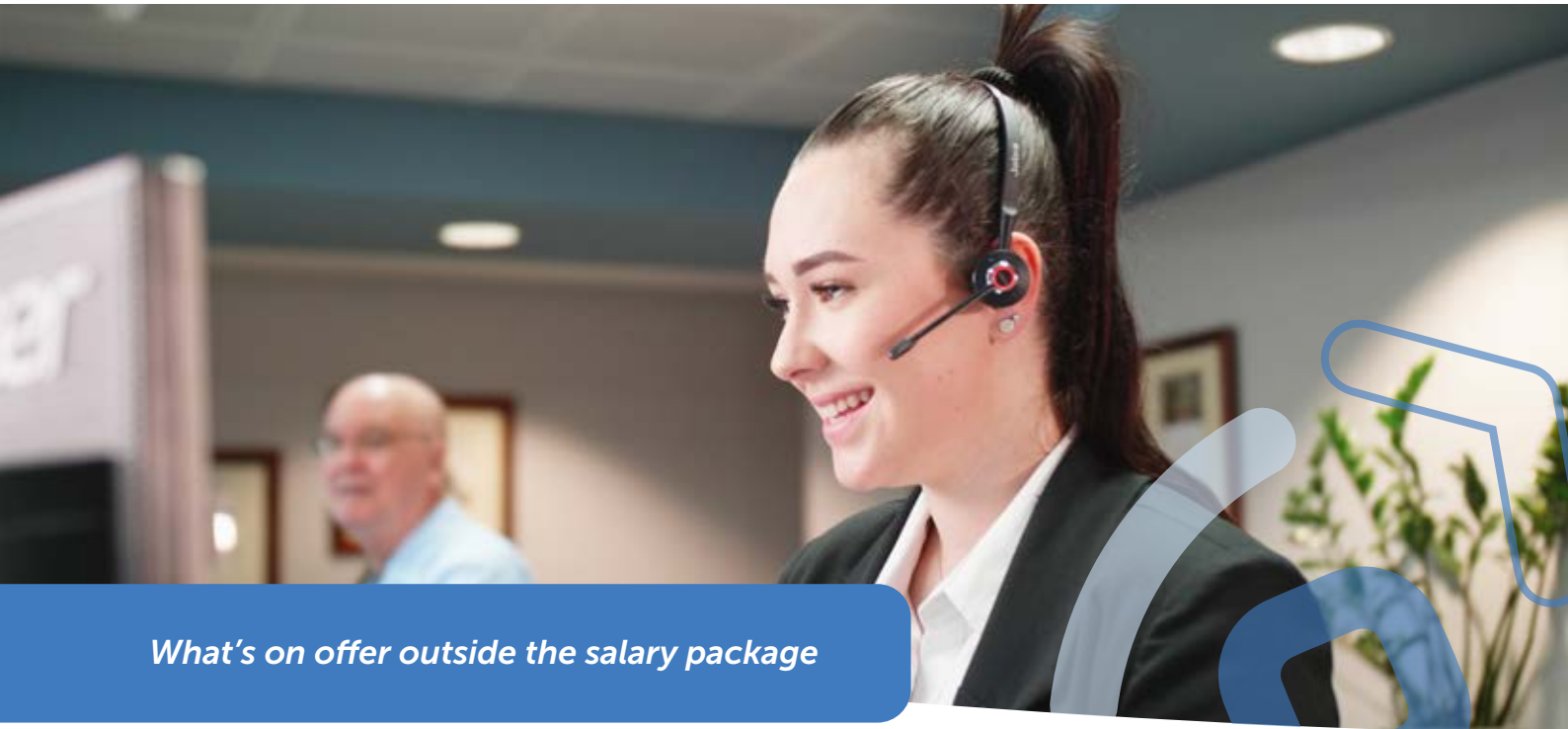
✓ Study leave and assistance

We're proud of our long-standing commitment to supporting formal education. Employees pursuing qualifications can access study leave and assistance, making it easier to balance professional development with work and life responsibilities.

✓ Service recognition

In appreciation of an employee's commitment and service to the Shire, employees are recognised for 5, 10, 15 and 20 years of service at an annual Shire event.

Financial benefits



What's on offer outside the salary package

✓ Superannuation

Employer co-contribution of up to 3.5% to help boost your retirement savings.

✓ Cashing out annual leave

Option to cash out a portion of your paid annual leave upon application.

✓ Central location - and parking

The Shire offers free parking and most of the workplaces are located close to the Pinjarra Shopping Centre.

✓ Uniforms

An annual uniform allowance is provided to all eligible employees.

✓ Cashing out long service leave

Eligible employees may cash out up to half of their long service leave entitlement upon application.

Enterprise Bargaining Agreements

Additional benefits in negotiated EBAs

The Shire of Murray has adopted two Enterprise Bargaining Agreements that apply to the outside and inside workforce. Staff benefits include, but are not limited to:

- › Service pay for employees (outside workforce only)
- › Emergency Services leave
- › Family and Domestic Violence Leave
- › On-call allowance
- › Industry allowance (outside workforce only)
- › Fire-fighting allowance (outside workforce only)
- › Annual tool allowance (special provisions for Metal Trades Award)

Our vision for
Murray:

an outstanding
place for
community,
lifestyle and
opportunity

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