

'I choose
great employee
benefits'



GOODWIN
THE BETTER LIFE CHOICE



GOODWIN EMPLOYEE BENEFITS

Goodwin truly understands the value of each individual in our team.

We want our people to feel supported, rewarded and fulfilled in the work they do.

That's why Goodwin offers employees a great range of benefits, from discounts from local companies, to training and workplace incentives, to family and lifestyle provisions.

Some of these are outlined below, and we're always looking for new ways to make working with Goodwin a rewarding experience.

Note: This is a general guide to Goodwin's employee benefits.

The diverse range of employment arrangements and legislative requirements that apply to employees within our organisation mean that individual eligibility to benefits varies dependent upon each employee's circumstances, including the type of contract or agreements that apply.

EDUCATIONAL ASSISTANCE AND CAREER DEVELOPMENT

Goodwin encourages training and professional development that will further your career, and your ability to maintain the level of service and innovation for which Goodwin is known. It's crucial to our success as an organisation!

Internal training

All employees have access to learning and development opportunities via on-the-job training, formal training and mentoring. Goodwin's eLearning platform also provides a range of modules such as compliance, career planning, health, safety and environment processes, and many other business, leadership and clinical subjects.



External training/ conferences

Support may include financial assistance and/or time off for studies.

Continuing professional development (CPD)

Support includes the payment of the annual AHPRA fee for our clinical employees, online courses and a tracking tool for our clinical employees to maintain their CPD.

Professional memberships

Goodwin may fund memberships to professional associations or industry bodies.

DISCOUNTS AND LIFESTYLE BENEFITS

Goodwin's People and Culture team are always sourcing partnerships with local companies that our employees could benefit from...

Discounted gym memberships

Anytime Fitness clubs offer Goodwin employees and family members exclusive pricing to most Anytime Fitness clubs around Canberra, all open 24 hours a day. Just take along a current payslip as proof of your Goodwin employment. See our staff notice boards for details.

Discount on new or used vehicles

Toyota Canberra offers Goodwin employees great savings when you, a family member or friend are in the market for new Toyota or second hand vehicle. To take advantage of this offer contact the Goodwin People and Culture team.

Discounted car wash

Guns N Hoses car wash (Erindale and Queanbeyan) offers Goodwin employees a 10% discount for the cleaning of your personal vehicles. Simply provide your name badge as proof of employment when you take your car in.

Dell computers

All Goodwin employees have access to the Dell Employee Purchasing Program, which gets you discounts of up to 15% on Dell laptops, desktop computers and other hardware and accessories. Contact the People and Culture team to access.

Discount on fruit and vegetables

Farm Fresh Fruit Markets and offer Goodwin employees a 10% discount on fresh fruit and vegetables. Farm Fresh Fruit Markets is located at the Fyshwick Markets, 12 Dalby St, and is open 8am to 8.30pm from Thursday to Sunday. To redeem the discount, simply present your name badge to the cashier when paying.

Discounted meals onsite

Goodwin staff can order discounted meals from the kitchens at our residential care facilities. These are full, nutritional meals at a very reasonable price. Just place your order with reception by 10am.

Birthday leave

Goodwin likes to help employees celebrate their birthday, by having a paid day off if their birthday falls on a regular rostered work day. See the Goodwin leave policy for conditions.

EMPLOYEE SUPPORT

Child care placements

Communities@Work, one of Canberra's leading providers of children's services, offer Goodwin employees priority placement in child care centres, family day care, before school, after school and holiday care. They also offer a discount of 3.5% on some services. To take advantage of this offer go to www.commsatwork.org or contact Goodwin's People and Culture team.

Goodwin Kids Club

Goodwin supports employees to balance the various demands of work and family lives, including allowing school aged children of employees to attend the workplace before and after school hours. At these times children are entitled to a free breakfast or evening meal, available from the residential care facilities. For the full conditions, please refer to the 'children at work' and Goodwin Kids Club policies.

Free professional counselling

Goodwin's Employee Assistance Program (EAP) is a professional counselling service available to employees and their immediate family, to assist employees facing personal, family or work related problems. The EAP service is free and confidential. For more information refer to the Goodwin EAP policy or contact the People and Culture team.



Domestic/family violence leave

The prevention of domestic and family violence, and the support of those affected by this violence, is a key priority for Goodwin. We recognise the impacts of domestic and family violence on individuals and the workplace and commit to providing a compassionate and supportive environment for victims. Refer to the Goodwin leave policy or contact the People and Culture team for more information.

Flexible work options

Juggling work and personal lives can be a challenge, so if you need flexibility with your work hours, you may be able to make an arrangement that suits you and Goodwin. For information, speak with your manager or the People and Culture team.

Purchase of Annual Leave

Goodwin employees can purchase additional annual leave of up to 4 weeks over a 12-month period, to help to assist with balancing work/ personal commitments. For more information, refer to the Goodwin Leave policy.

Cashing out of Annual Leave

Goodwin employees have an opportunity to cash out annual leave of up to 2 weeks over a 12-month period, helping to assist with balancing personal commitments. For more information, refer to the Goodwin Leave policy.

FINANCIAL SERVICES

Salary packaging

Goodwin has a range of salary packaging options, which do not incur any additional administration fees. Subject to conditions, you may be able to salary sacrifice: debit card, credit card, rent, mortgage, personal/car loan, private rental arrangements, private health insurance, child care fees, school/tuition fees (including HECS debt), superannuation (both pre-tax and post-tax).

As a Public Benevolent Institution (PBI), employees receive tax-effective salary packaging opportunities including \$15,899 each year tax free. This means you can increase the value of your take-home pay.

Commonwealth Bank (Workplace Banking Program)

The Commonwealth Bank's Workplace Banking program provides Goodwin employees with banking and lifestyle benefits

including on everyday banking plus investment and financial planning, insurance, travel discounts, exclusive sport and entertainment offers and discount retail options. This program is also supported by information sessions throughout the year.

Spotters fee

Goodwin is committed to attracting top talent and we recognise that our employees are a great source for industry contacts. If you know someone who you think would be a great fit, you may be entitled to a spotters' fee starting from \$300. Refer to the Goodwin appointment policy for conditions.

REWARD AND RECOGNITION

Salary reviews

Goodwin offer market competitive and equitable salaries, to attract and retain the right people and motivate superior performance. Goodwin salary reviews occur on an annual basis and are also linked to your qualification and years of service with the organisation.

Awards for excellence

Awards every quarter (including financial rewards) recognise outstanding individual and team achievements which have significantly contributed



HEALTH AND WELLBEING

Annual free flu vaccination

All Goodwin employees and volunteers are offered a free annual flu vaccination to assist you to remain fit and healthy during the winter months.

Free winter jackets

To help you get through Canberra's cold winter, Goodwin provide employees with a quality, free winter jacket suitable to wear to work.

Goodwin medical health line

All Goodwin employees have access to a free-call phone service for professional medical advice and support from a qualified nursing team. This service is also the mechanism for employees to notify Goodwin of personal leave absences.

Employee wellness calendar

Our annual employee wellness calendar offers various health programs such as meditation, walking groups, wellness seminars, and quit smoking campaigns.

to improving service delivery. Awardees are eligible for the Annual Bursary Award presented at the Goodwin end-of-year celebration.

Informal rewards

Informal rewards focus on spontaneous, sincere and personal appreciation of an employee efforts. The informal rewards can be non-monetary or small monetary awards.

For further information on Goodwin employee benefits please contact the People and Culture team.

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'I wanted to work for Goodwin because of its high **reputation**. I stay because of the dedication that the staff have for **quality care** for our vulnerable community; the **support** and **education opportunities** provided; and to work for a progressive organisation with lots of new ideas and opportunities to **grow professionally**.'

