

CITY OF BELMONT EMPLOYEE CONDITIONS AND BENEFITS

The City of Belmont is committed to being a workplace that understands what employees value.

We promote inclusion and contributions from all staff. With more than 250 employees working in a range of interesting and challenging areas including the environment, Community Development, construction, parks and gardens, town planning, customer service, engineering, finance, IT, marketing, libraries, museums and much more.

WORK ENVIRONMENT

The City offers an attractive working environment for employees, close to shops and surrounded by beautifully landscaped parks and gardens.

PRIME LOCATION

We are located just 10 minutes from Perth's CBD and 15 minutes from Perth's domestic and international airports. Situated directly across from public transport and Belmont Forum Shopping Centre, as well as a short walk to lush gardens, leisure areas and Belmont Oasis Leisure Centre, the City of Belmont in a prime location.

FREE PARKING

Free onsite parking is available to all employees.

TRAVELSMART OPTIONS

The City has two bikes available for staff use and a locked bike area.

AMENITIES

The City has a spacious kitchen and staff lunch room with a pool table, stereo, television and a lounge area as well as showers, change rooms and lockers.

HIGHLY ACTIVE

The City has an active social club with regular internal and external events as well as farewells, Christmas functions and sundowners.

LIBRARY FACILITIES

Located next to the Civic Centre, Ruth Faulkner Library and Belmont Museum is an excellent facility and provides regular seminars on a range of topics and is free for employees to join.

REWARD AND RECOGNITION PROGRAM

Employees are regularly recognised for displaying the City's values of teamwork, leadership, innovation, integrity and people focus.

SMOKE FREE WORKING ENVIRONMENT

The City is committed to providing a safe atmosphere for all employees and has designated smoking areas.



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EMPLOYEE WELLBEING AND LIFESTYLE

The City actively assists employees to maintain a healthy work/life balance and active lifestyle.

AWARD-WINNING OCCUPATIONAL SAFETY AND HEALTH SYSTEMS

The City is committed to a safe working environment and currently holds a Worksafe Platinum Certificate of Achievement, LGIS Diamond Distinction in Safety and Health and is AS/NZS4801: 2001 Quality Assured.

EMPLOYEE ASSISTANCE PROGRAMME

The City provides a confidential, free counselling service to all employees and their immediate family members.

WORKPLACE EQUALITY AND DIVERSITY EMPLOYER

The City is committed to equal opportunity principles and to providing an environment free of discrimination, harassment and unfair treatment.

PARAPLEGIC BENEFITS FUND COVER

As an employee with the City, you and your immediate family members are eligible to claim compensation if a spinal-cord injury is sustained.

HEALTH ASSESSMENTS

Holistic health assessments are offered annually, free of charge to all employees.

SKIN CANCER SCREENING

Screenings are offered annually, free of charge to all employees.

HEARING TESTS

Hearing tests are provided bi-annually for eligible employees.

INFLUENZA VACCINATIONS

Influenza vaccinations are offered annually, free of charge to all employees.

ONSITE INFORMATION SESSIONS, WORKSHOPS AND PRESENTATIONS

The City regularly holds information sessions on a variety of topics including healthy eating, TravelSmart options and City matters.

GYM MEMBERSHIP

All employees are eligible for corporate gym membership rates at Belmont Oasis Leisure Centre and free use of the pool.

FITNESS SESSIONS

The City offers access to regular fitness classes such as pilates, yoga, spin and pump.

SPORTING CHALLENGES

The City offers weekly sporting challenges or fitness programmes such as volleyball and badminton.

ERGONOMIC ASSESSMENTS

For the safety and comfort of our employees an individual ergonomic assessment of their work area is available if required upon commencement.

RETURN TO WORK ASSISTANCE

If you have been off work for a long period of time due to illness or injury, the City will assist you with a return to work program.



PROFESSIONAL AND PERSONAL DEVELOPMENT

We recognise that work environments, practices and processes are continually changing.

TRAINING AND DEVELOPMENT

We pride ourselves in providing employees with relevant and valuable professional and personal development and training opportunities. Internal promotion and higher duties and acting opportunities are available.

STUDIES ASSISTANCE

The City supports employees continually updating their knowledge and skills in order to assist them in their career. Employees are supported through a combination of paid study leave and financial assistance.

INDUCTION PROGRAM

Upon commencement, all employees undergo an induction covering Human Resources, Payroll and Occupational Safety and Health as well as an online induction.



FINANCIAL INCENTIVES

The City is committed to providing a competitive balance of work and financial incentives.

COMPETITIVE REMUNERATION

The City offers competitive remuneration packages and annual pay reviews to employees.

GENEROUS SUPERANNUATION

The City offers up to 13.5% employer contribution to superannuation for eligible employees. Superannuation salary sacrifice is also available.

17.5% LEAVE LOADING

A loading of 17.5% is paid to all staff when utilising annual leave.

PAID OVERTIME OR TIME IN LIEU

There are opportunities for paid overtime or accrual towards time off in lieu.

SUBSIDISED CORPORATE UNIFORM

A corporate uniform is provided to all staff that require this as part of their position. Subsidies are available to all other staff.

EMPLOYEE BENEFITS PROGRAM

The employer funded My Rewards program provides benefits for employees and families including discounts on groceries, fuel, travel accommodation and more.



COMMUNITY INVOLVEMENT

The City is committed to working collaboratively with the community.

INVOLVEMENT IN COMMUNITY EVENTS

Opportunities for employees to get involved in community events and activities occur on a regular basis. The City is well known for its community events including Kidz Fest, Let's Celebrate Belmont Festival, Avon Descent Family Fun Day and Autumn River Festival. Paid and voluntary opportunities to assist with these events are available to all employees.

FUNDRAISING OPPORTUNITIES

The City provides opportunities for employees to get involved in or contribute to community fundraising through morning teas and monthly free dress days.



LEAVE

The City is committed to providing employees with generous leave entitlements in order to maintain a healthy work-life balance.

FLEXIBLE WORKING HOURS

Depending on your position within the City, you may be eligible for one accrued day off in every 20 working days or a 9-day fortnight.

JOB SHARE/PART-TIME OPPORTUNITIES

Part-time and job-share opportunities are available when operationally viable.

ANNUAL LEAVE

All employees are entitled to four weeks pro rata annual leave a year.

PUBLIC HOLIDAYS

Employees will have paid leave on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, ANZAC Day, WA Day, Queen's Birthday, Christmas Day and Boxing Day.

CHRISTMAS SHUTDOWN

The City has a shut-down period over Christmas.

PERSONAL LEAVE

This includes sick and carers leave and is accumulated progressively. Employees are entitled to a minimum of 10 paid days pro rata per year.

PARENTAL LEAVE

Up to 12 months parental leave is available to eligible staff and requests for a further period of leave up to 12 months are also considered.

COMPASSIONATE LEAVE

Employees are entitled to two days of compassionate leave per occasion.

LONG SERVICE LEAVE

After 10 years of continuous service, employees are entitled to 13 weeks long-service leave.