



Benefits for Working At Centennial Park

The Authority's staff enjoy a range of Award conditions and employer provided benefits, which include:

Conditions of Employment

The conditions of employment are in accordance with the following Awards:

- Municipal Officers' (South Australia) Award (Administrative staff);
- Cemetery Employees Award (Operations staff).

In addition, employees also enjoy the benefits of Enterprise Agreements (EA) that are tailored to specific work group's operational requirements.

Leave (Legislation and Award conditions)

- Annual Leave;
- Sick Leave;
- Personal Leave;
- Paid and unpaid Carer's (Family) Leave;
- Leave Without Pay*;
- Emergency Personal Leave;
- Bereavement/Compassionate Leave;
- Jury Service Leave (administration staff) *.

People Friendly Practices

- Additional Paid Parental Leave provisions (conditions apply);
- Part-time roles (where practical);
- Job sharing (where practical);
- Flexible working arrangements; and
- Time off in Lieu (TOIL).

Remuneration

- Superior wage outcomes through negotiation;
- Employer contribution superannuation;
- Flexible salary packaging;
- Salary sacrificing for superannuation and post-tax contributions;
- 24 hour journey insurance;
- Uniforms;
- 17.5% leave loading (conditions apply);
- Cashing-Out of Long Service Leave;
- Target bonus (specific roles only); and
- Reward and Recognition for staff.

Health and Wellbeing

The Authority also provides a range of programs to support the health and wellbeing of our employees, together with aiding work/life balance, and these include:

- **Participation in Local Government Association's Corporate Health Program which includes:**
 - Annual health assessments;
 - Nutrition and fitness program; and
 - Skin cancer checks.
 - Corporate gym membership.
 - Safety clothing and footwear (operations staff);
 - Smoke free workplace;
 - Hepatitis B and Tetanus Immunisation;
 - Opportunity to join our active social club;
 - Retirement planning;
 - Retirement transition program (flexible work options to phase in retirement);and
 - Employee assistance program (confidential counselling service).

Career Development

The Authority is committed to providing career development opportunities to all employees.

Our learning and development initiatives include:

- Study assistance* (reimbursement of course fees, subject to conditions);
- Study leave (shared employer and personal time);
- Annual Performance Development Reviews incorporating personal and professional development plans; and
- Leadership development through mentoring, coaching, undertaking leadership programs.

*Note: Granting of these arrangements is subject to operational needs and in accordance with relevant policies and Award/EA's.