

Total Rewards Program

Our Total Rewards Program is based on the belief that

employee satisfaction

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customer satisfaction

=

business success

We offer an attractive range of benefits to our employees which we call our **Total Rewards Program**. The Program goes beyond your salary and consists of a combination of paid and other personal benefits that make a difference to your quality of life and employment with Bridge Housing.

Professional Development

- ▶ 50 percent reimbursement of study fees (approved applicants only)
- ▶ Annual training calendar
- ▶ Separate budget for seminars and conferences
- ▶ Annual Performance and Development Planning
- ▶ Monthly 121
- ▶ Mentoring program through AHL

Remuneration

- ▶ 10% above award launched in Jan 2019
- ▶ 35 Hour week paid for 38
- ▶ Referral Bonus \$1000
- ▶ Salary sacrifice Novated leasing
- ▶ Salary packaging laptops and phones
- ▶ Bridge pays Maxxia admin fee at \$220 per staff per year
- ▶ 25% discounted car and home insurance
- ▶ A number of discounts through Maxxia including movies

Collaboration and teamwork

- ▶ Team Building
- ▶ Christmas Party
- ▶ Social events i.e. Trivia and Celebrations
- ▶ Committees

Recognition

- ▶ Annual BRAVO Awards
- ▶ Monthly Customer Service and Thank you Award
- ▶ Years of Service Awards

Wellbeing

- ▶ Employee Assistance Program
- ▶ Flexible work policy
- ▶ Massages
- ▶ Reflexology
- ▶ Flu shots
- ▶ Fruit
- ▶ Charity fun runs
- ▶ Workshops
- ▶ Reflective Groups
- ▶ Skin checks
- ▶ Corporate discount at local gym

Leave

- ▶ Additional leave for working days between Christmas and new years
- ▶ Birthday Leave
- ▶ Flexi time
- ▶ 2 days study leave
- ▶ Long service leave prorated after 5 years
- ▶ Primary careers parental leave up to 12 weeks
- ▶ 3 weeks paid partner leave
- ▶ 1 day volunteer leave per year
- ▶ Use volunteer leave for Blood Donation
- ▶ Five days annual leave in advance
- ▶ 10 days Domestic Violence leave
- ▶ Cultural Leave for Aboriginal and Torres Strait Islander employees

