



Employee Benefits



At Warringah Council, we recognise that there is much more to our employees than just the job they perform for us. For this reason, we have developed a comprehensive list of benefits focused on our employee's wellbeing, development, lifestyle and financial future. These benefits include (but are not limited to):

Reward & Recognition

- Performance Bonuses – paid annually to employees who obtain an overall rating of outstanding or exceeds in their annual performance review.
- Salary Increases – award and/or CPI increases provided annually.
- Service Awards – provided to staff for longevity of service once they have reached 10 years of service and in increments of 5 years.
- Performance Awards – categories of performance awards available.

Packaged Benefits

- Car Parking – car parking areas available for staff to use.
- Vehicles – option of salary packaging vehicles for staff on designated contracts.
- Mobile Phones – available to employees in designated positions for business use and \$20 per month of personal use, all personal charges above this amount to be paid for by the employee at our great corporate call rates.

Health & Wellbeing

- Onsite Gym – we offer an onsite gym at Civic Centre for staff to use free of charge.
- Fitness Activities / Memberships – up to 50% reimbursement of fees associated with fitness activities/initiatives to a maximum amount of \$200 per annum.
- Warringah Aquatic Centre – free swimming pool access located at Frenchs Forest.
- Bi-annual Motivational Mornings – guest motivational speakers on a range of topics on a quarterly basis with breakfast provided.
- Employee Assistance Program – 24/7 access to professional counsellors to help staff and their families if they need professional advice on issues that may affect their health, work, performance or personal relationships.
- Influenza Shots – free annual flu shots for all staff interested.



- Health Checks & Assessments – ad hoc health checks and assessments arranged throughout the year.

Career

- Study Assistance – a maximum of \$2,000 or 50% of the course fees only, whichever is the lesser, per full year of study.
- Study Leave – up to 2 weeks paid study leave per year.
- In-house courses – a range of courses are run in house and available to all staff.
- Conferences and Seminars – opportunities to attend conferences and seminars relevant to your position.

Family

- Paid Parental Leave – once 12 months service has been completed, staff members have options of paid parental leave: 9 weeks leave on full pay, 18 weeks leave on half pay or a combination on full and half pay.
- Carers Leave – use of sick leave entitlements to care for an immediate family member.
- Childcare – salary sacrifice arrangements for childcare fees at Warringah Council childcare facilities.

Workplace

- Break Out Areas – a number of break out areas with supplied tea, coffee and milk.

Other

- Transfer Entitlements – accumulated benefits transferable if moving from another council
- Long Service Leave – available after completion of 5 years service.
- Superannuation – choice of the Local Government Super Fund or your own nominated fund.
- Christmas Hampers – provided to all staff at Christmas time.
- Social Club – a staff committee run a social club which offers events, activities and discounts to its members.
- Concessional Leave – extra leave days provided at end of year period.
- Picnic Day – one day annually is declared picnic day and is provided as paid leave to all staff.
- Casual Friday's – the last Friday of each month is "Casual Friday". Staff may wear smart-casual clothing instead of normal, professional work clothing. This program is voluntary, however it is open only to staff who make a donation to the Warringah Council Staff Charity Fund.