



The City of Nedlands is a forward thinking organisation which aims to be a workplace where employees are able to enjoy themselves, value and cooperate with other staff and feel enabled to provide excellent customer service to the City's residents and ratepayers.

In achieving these goals, the City recognises the importance of enabling employees to find a balance between their work and personal lives, of encouraging cooperation and teamwork across the organisation and rewarding and recognising employees. We understand that our employees are our most important resource and are committed to providing a safe and satisfying work environment. Some of our advantages include:

### **Flexible and varied leave arrangements**

The City of Nedlands offers a range of leave options to assist employees achieve a work/life balance and other personal goals such as:

- Greater flexibility in the use of sick leave provisions for personal reasons
- Study leave and assistance is available on an individual basis for employees who wish to pursue further education. It may take the form of financial support and/or paid time away from work
- Six weeks paid maternity leave
- Five weeks annual leave
- Rostered days off

Note: The benefits listed above are not available to all employees (i.e. dependant on position and requirements of the job). They are also subject to change.

### **Staff wellbeing**

The City offers a range of programs to support employees and their families with work and personal situations, such as:

- Employee Assistance Program: this program provides to employees and their families a free, confidential, 24/7 counselling service when you might need to speak through problems or issues with a professional counsellor.
- Health services: The City offers health assessments, flu vaccinations, skin cancer screenings and ergonomic assessments to employees.

### **Employee recognition program**

The City rewards and recognises employees, such as:

- Organisational Celebrations: A regular feature of the City where staff get together to celebrate individual and organisational achievements such as the Customer Service Champion of the Month who is rewarded with a gift voucher.
- Length of Service Award: Employees who achieve certain lengths of continuous service are acknowledged with certificates, gift vouchers and dinner gift vouchers.



## **Equal Employment Opportunity**

The City of Nedlands is an equal opportunity employer and as such is committed to the provision of equality of opportunity to all of our employees. The City ensures that all employees and potential employees are treated fairly and in a non-discriminatory manner when applying for jobs, or in the course of their employment. The City of Nedlands strives to provide a workplace free from unlawful discrimination and harassment to create a satisfying work environment for all employees.

## **Active Social Club**

The City of Nedlands has an active social club that all employees are encouraged to join. Events can include activities such as sundowners, family picnics, discounted movie tickets, event lunches and quiz nights.

## **Other benefits**

- Professional development opportunities
- Free car parking
- Novated leasing
- Salary sacrifice – laptops and superannuation
- Convenient location for public transport, access to City and Claremont shopping precinct

For further information on working at the City of Nedlands, see the City's webpage [www.nedlands.wa.gov.au](http://www.nedlands.wa.gov.au)