

LACHLAN SHIRE COUNCIL



WHAT OPPORTUNITIES! WHAT EMPLOYMENT BENEFITS!



*LACHLAN SHIRE COUNCIL IS A RESPONSIVE EEO EMPLOYER
OFFERING A SMOKE FREE WORKPLACE*

Lachlan Shire Council
PO Box 216
CONDOBOLIN NSW 2877
Telephone: (02) 6895 4444
Facsimile: (02) 6895 3478

Thank you for your interest! If, after reading this information package, you would like to view our current positions vacant, please refer to our website www.lachlan.nsw.gov.au or contact Human Resources on (02) 6895 4444. We would be pleased to talk with you!

Thank you for reading me!

PROFESSIONAL DEVELOPMENT

WANT TO ADVANCE YOUR CAREER?

Education Assistance supports **all** permanent staff who have satisfactorily completed 12 months of service (regardless of position).

This opportunity to undertake further education applies to Tafe and university and can apply to any area of employment within Council (even if it is outside the scope of your current position), making studying easier and reducing the financial burden to you.

For part-time staff, benefits are applied on a pro-rata basis, except for exam leave.

Financial assistance can be up to 100% of the cost associated with undertaking study including HECS fees (with 20% pre-payment discount), compulsory enrolment fees, course fees and textbook expenses as well as travelling expenses for travel over 100 kilometres to attend residential schools.

Studies may be completed on a part-time or distance basis and you will receive:-

- Class Leave up to a maximum of 4 hours per week, with pay, to attend lectures and classes;
- Examination Leave up to one day, with pay, with the option of taking personal leave in addition;
- Residential Leave up to 10 working days, with pay, each year.

As Education Assistance is acknowledged as a loan, the debt will be written off over the following year of service (i.e. Council will write off the debt at the end of the second subsequent year and so on e.g. a 2007 year debt will be written off at the end of 2008 subject to receiving satisfactory completion results).

ONGOING TRAINING

Council has a commitment to the education of all staff.

For permanent employee's you can receive salary increases based on performance as well as training plans which are customised to your current position.

This training is paid for by Council and takes place during business hours to help you meet the requirements of your position.

Necessary training for casual staff is also undertaken.

Thank you for reading me!

RELOCATING TO THE SHIRE

THINKING OF RENTING?

As a permanent employee, Council will pay up to \$75.00 per week for up to 52 weeks for the first year of employment should you relocate to the Shire and lease a rental property. This benefit may be up to half your rent for a year paid – FREE!

We are able to help in sourcing a rental property if you are unable to complete this task from where you are.

WHAT ABOUT BUYING YOUR OWN HOME?

Council will help you make this dream come true!

For permanent staff and on a case by case basis Council can advance up to 90% of the assessed value of a 'first Shire home' to be built or purchased by you in the Shire, repayable over 30 years or less, at a rate of interest which Council would be required to pay on a loan for the same term of years if the Council were the borrower and/or at a rate at 0.10% above the home loan rate from Council's Banker whichever is the higher.

- All costs associated with the loan shall be borne by the employee.
- The interest rate is reviewed annually.
- Repayments are made via weekly payroll deduction.
- You can refinance at any time.

RELOCATION ASSISTANCE

In order to assist you relocate Council will pay up to 80% of reasonable removalist expenses and will write this 'loan' off at 33.33% over 3 years of employment. What a bonus!

DON'T WANT TO BRING YOUR OWN CAR?

Dependent on position – a motor vehicle will be available for your official duties and private use in accordance with Council's Leaseback Agreement at a cost of \$28.00 per week plus private fuel. This private use figure is revised at a common date for all employees entitled to leaseback arrangement.

Council also has a range of 'pool' cars available for business use, should you need to go away on Council business.

Thank you for reading me!

JUST FOR BEING OUR EMPLOYEE

SALARY PACKAGING/SACRIFICE

An ideal way to legitimately reduce the tax you pay to the ATO!

As your employer, Council permits all permanent employees to salary sacrifice/package so far as no detriment/FBT liability is generated on behalf of Council.

Salary packaging can include:

Personal Expenses

- additional contributions to superannuation (or you can sacrifice direct to your super fund)
- disability/income protection premiums
- airline lounge membership fees
- agent salary packaging consultation and administration fees

Work Related Expenses

- computer software;
- laptop/notebook;
- briefcases;
- calculators;
- electronic diaries;
- work related travel expenses (i.e. personal expenses employer does not wish to reimburse);

- work related self-education expenses;
- home office expenses, and
- work related professional membership fees.

Concessionally Taxed Items

- motor vehicle novated leases

Remote Area Housing

- 50% of interest portion of mortgage
- 50% of rent paid to landlord
- 50% of gas/electricity charges pa up to \$500 pa on household expenses (i.e. refuse, water, rates expenses)
- 50% of investment property interest portion of property mortgage for those who salary package their main residence. This investment property can be anywhere in Australia

You should, however, seek your own financial advice.

EMPLOYMENT SECURITY

As a local government employer we can offer employment security in these times of workplace relations change!

UNIFORM ALLOWANCE

All staff either receive either a uniform allowance to purchase an appropriate uniform relevant to their department or receive free a PPE (Personal Protective Equipment) allocation, which includes clothing if you work outdoors.

Thank you for reading me!

JUST FOR BEING OUR EMPLOYEE cont...

KEEP YOUR CAREER IN LOCAL GOVERNMENT!

The benefits of working for local government are numerous. We are one of the largest employers national wide (yes – nation wide). There are significant numbers of Council's in each state and territory.

Within each state and territory you can take with you your accrued sick leave and long service leave. This means if you move between Council's you do not loose the benefit you have accrued. This special benefit is not applicable to other industries or fields.

So, if you move around in NSW in local government, your entitlements move with you. If you move interstate, you can negotiate with your new Council to accept your entitlements from your old Council employer!

ATTENDANCE BONUS

For staff employed by Lachlan Shire council under the NAPSA Local Government State Award (as varied) the less time you take off sick the more these hours accumulate and, at the end of each financial year these hours are rolled over into cash. This cash is yours to take when you leave our employ and can work out to be quite a tidy sum!

SUPERANNUATION

The equivalent of 9% of your income will be paid into a super fund of your choice.

We also offer free retirement planning appointments with LG Super for all staff 53 years and over during business hours.

Free superannuation information sessions are also held for all staff through LG Super.

SOCIAL CLUB

Council runs a social club which endeavours to have 4 major events a year. At \$4 per week, members certainly get their mony worth when attending these 'gala' events.

Previous events have included the Condo Show Ball, Condo Picnic Races, Christmas Get Togethers, Twilight Bowls Night and Out-of-Town themed bus trips.

You are encouraged you to join the social club. Although not mandatory, we believe it is an excellent way to get to know your colleagues.

Thank you for reading me!

JUST FOR BEING OUR EMPLOYEE cont...

YOUR HEALTH & WELLBEING IS IMPORTANT TO US

We offer mandatory Hep A/B vaccination programs for those in positions which are designated 'at risk'. This is at no cost and you can choose to waive this right.

Council also offers a voluntary benefits program for permanent and temporary permanent staff who have been employed in excess of 3 months.

Included in this program are flu vaccinations for all staff, regardless of employment status, and can include immediate family members (i.e. husband, children). There is no cost to staff members. The cost for family members is \$25.00 per person.

Council also owns and operates the Willow Bend Sports Centre in Condobolin and provides reduced gym membership for staff with individual and family memberships available.

More programs are being added by the month.

EMPLOYEE ASSISTANCE

Things happen – right? Our Employee Assistance program offers 24/7 assistance 365 days per year to permanent and temporary permanent staff facing professional or personal issues, such as:-

Personal/Family Issues

- work/life balance
- concerns about children
- relationship issues
- financial or legal problems
- stress management
- substance abuse (including tobacco)
- grief or loss
- midlife issues
- marriage guidance
- domestic violence
- emotional or physical abuse
- low self-esteem
- gambling addiction

Clinical Issues

- anxiety
- depression
- alcohol, drugs or other dependencies

Work Issues

- problems with work performance
- relationships between co-workers
- managing conflict
- manager coaching
- adjusting to change
- handling work stress
- making career choices
- dealing with traumatic events

Counselling can be face to face or over the telephone and is provided by an independent worldwide organisation. The service is confidential and free to eligible staff.

Thank you for reading me!