



Staff Benefits

Bike fleet – we have a number of bicycles available for staff to use during work hours to conduct business or even go for a quick ride during lunch breaks.

Commonwealth Bank Employee Plus program - as an employee of Colac Otway Shire, you are able to take advantage of the Commonwealth Bank Employee Plus Program. This personalised service offers you great home loan packages with significant savings on everyday banking and insurance products.

Computer software discount – staff have access to discounted software, such as Microsoft Office for personal use.

Discounted rate at Bluewater – Council's Bluewater fitness and leisure centre offers all staff discounts for gym and pool usage, as well as discounted fitness programs.

Employee assistance program (EAP) – employees and their families have access to an extensive range of support services through our EAP. The EAP offers discrete and confidential counselling advice and extensive online resources for a range of work and non-work related issues.

Flexible work options – our flexible work options policy and toolkit helps you to balance the demands of work and other areas of your life including purchased leave, phased/gradual transition to retirement, change of work hours, career break and working from home.

Health and wellbeing program - our award winning COShealth program supports staff in their efforts to improve their health and wellbeing, both physically and mentally. The program offers a wide range of activities and events, including: health cooking demonstrations, neck and shoulder massages, flu vaccinations, monthly "stress down" casual days, financial planning sessions and yoga, boxing for fitness and meditation classes and much, much more.

Learning and development – staff have every opportunity to grow their skills and knowledge through targeted professional and personal development training which is identified as part of Council's annual performance review and planning process. Tertiary study support is also available where the proposed course of study is relevant to the employee's current role, future career progression and the overall operations of Council.

Leave options – we have a range of leave options available to staff including: annual leave, sick leave, paid parental and adoption leave, purchased leave options, leave without pay for extended periods of leave, study leave and more.

Local Government Employee Health Plan – the LGE Health Plan, arranged by Health Link Consultants and GMHBA, provides employees and their families with access to significant health insurance savings for hospital and extras (services not covered by Medicare such as dental, physiotherapy, chiropractic, optical etc.).

Novated lease - *sgfleet* provides a complete salary packaging and novated lease solution to employees for the purchase of a motor vehicle, and its running costs for the life of the lease.

Performance planning – staff actively participate in Council's structured Performance Plan process which allows staff to work with their Manager to set goals to obtain results linked to the overall Council goals as outlined within the Council Plan, and to identify training and development needs.

Recognition awards – staff are recognised for key service milestones at an annual Years of Service award presentation. Achievements of staff are also recognised and celebrated at a quarterly recognition event where employees are nominated by colleagues based on outstanding achievement in our values of: *respect, integrity, goodwill, honesty and trust*.

Social club – we have an active Social Club with various events and get-togethers are offered during the year, including lunches at work, fundraisers, live theatre events (locally and metro), discounted movie tickets and much more.

Travel insurance - ACE Insurance Ltd (ACE) offers staff and families discounted travel insurance rates.

