

## **BENEFITS OF WORKING FOR BLAND SHIRE COUNCIL**

Bland Shire Council provides excellent career opportunities across a large range of professions and trades. We offer diverse employment options which could include a position that suits your interests, and career aspirations.

Council has an important job to do, why not be part of it?

### **THE COUNCIL**

Our staff are very friendly and happily welcome all new employees. We encourage a safe and professional working environment for employees, with an emphasis on customer satisfaction.

West Wyalong is a small community, which provides staff with a very short commute to their workplace. There is a very small amount of traffic during the mornings and evenings, so you'll be able to get to and from work in no time!

### **YOUR EMPLOYMENT**

We are a strong supporter of Equal Employment Opportunities and Work Health and Safety practices. We encourage a friendly work environment to ensure all staff are treated fairly and equitably. The safety and welfare of all Bland Shire Council employees is regarded with high importance. The Council regularly organises programs to promote the health, safety and well being for all employees.

### **CHALLENGING WORK**

Our employees are provided with interesting and challenging work, which is both satisfying and rewarding for employees. There are a variety of areas to suit anyone, from working in day care with Children Services, to being outdoors with the Parks and Gardens team. Employees are able to experience a diverse range of activities within their position.

### **WAGE AND LEAVE ENTITLEMENTS**

We offer competitive remuneration as well as a variety of wage and leave entitlements to our employees.

Employees are entitled to 5 weeks annual leave and 3 weeks sick leave per year. After 5 years of service, employees can also take up to 6.5 weeks long service leave.

Full-time employees enjoy a 9 day fortnight with a Rostered Day Off (RDO).

### **FLEXIBLE WORKING ARRANGEMENTS:**

We recognise the importance of flexible work arrangements and the mutual benefits for Council and our employees. The changing nature of work and personal life has increased the need for flexibility that will assist employees to combine paid employment with other responsibilities such as family, study, and personal obligations and health needs.

Our working from home arrangements allow eligible, full-time, part time and temporary employees to request to carry out their normal activities and responsibilities from their own home.

### **PERSONAL DEVELOPMENT AND TRAINING**

We encourage all staff to participate in relevant training courses at the cost of the Council and in accordance with our policies and procedures. Employees may attain certificates and licenses, which are relevant to their position, to further their knowledge and understanding of their area.

You may also attend conferences and seminars relevant to your area, to increase your knowledge, and help develop your true potential.

We provide educational assistance to staff that want to acquire a formal education, additional skills and knowledge. Training and development opportunities provide staff with the skills to enhance their career, mobility through the organisation, and the Local Government sector.

### **SOCIAL CLUB**

The Social Club offers a number of rewarding opportunities for all members. The Social Club Committee, which is elected by members, run two regular events each year. Members thoroughly enjoy these events, especially as all food, drinks and entertainment are free!

### **TRANSITION TO RETIREMENT**

As we get older it is important to recognise the changing demands in life, and we provide staff with the ability to remain in the workforce and earn an income, while transitioning to retirement and providing the ability to pursue other lifestyle opportunities, during this time.