

COLONY 47 Workplace Benefits

Colony 47 values its employees and as such has a range of workplace benefits available.

At Colony 47 we have strived hard to provide a comprehensive suite of employment conditions that assists our staff to achieve great outcomes for the community.

Family Friendly Workplace

Colony 47 is committed to providing a family friendly workplace to its entire staff.

We have already developed and continue to explore ways of improving our workplace so that our staff can have a suitable work-life balance.

Some of the benefits the Colony 47 provides are:

- 6 weeks paid maternity leave
- Being able to access excess annual leave days during maternity leave
- Being able to access up to a maximum of 6 weeks sick leave during maternity leave
- Being able to access flexi-time arrangements
- Easter Tuesday as a paid public holiday
- 3 additional days of paid leave during Xmas and New Years
- Purchase of additional annual leave
- For all of our benefits Colony 47 uses the definition of partner as per the Relationships Act 2003.

Salary Packaging

As a public benevolent institution Colony 47 is able to offer our staff very attractive salary packaging options

Salary packaging means you can choose a combination of cash and benefits to make up your salary. The ATO allows the packaging of a number of benefits so that they are paid for from your salary, before tax is incurred.

Through salary packaging you can pay some of your living expenses from pre-tax dollars, and then pay tax only on the remainder of the amount. This not only means you are paying for some of your expenses from pre-tax dollars, but you are also lowering your taxable income. – effectively to giving you an increase in your disposable income.

We have a large range of salary packaging options available which provide real tax savings for our staff.

Health and Well Being

At Colony 47 we have a comprehensive Employment Assistance Program. We understand that from time to time our employees might suffer from stress, relationship or peer issues, family or parenting issues, grief or bereavement or even to strive to achieve work or life effectiveness. Therefore we provide access to appropriate counseling and debriefing sessions for our staff to assist with both work and personal issues.

We also have a range of other benefits that we provide to make sure our staff stay healthy such as:

- Being able to access sick leave when annual leave is exhausted.
- Long Service Leave is accessible after 10 years service rather than 15 as per the legislation
- Two paid self care days per annum that can be taken when personal or work issues are impacting on a staff members well being.

Ongoing Professional Development

Colony 47 places great value on developing our staff to ensure that we are providing contemporary and appropriate services to our clients.

To assist our employees with their professional development Colony 47 provides training and study leave for approved courses. Full-time employees can receive up to 3 hours paid study leave per week during their course plus additional time for travel and exams.

We also play an active role in developing our own future leaders and have developed the Colony 47 Aspiring Managers course and other relevant training programs.