



city of
PALMERSTON

'A Place for People'



We're **ONE**
COMMUNITY
Palmerston

We're **ONE** **COMMUNITY** Palmerston

We are so glad to have you as part of City of Palmerston. You are an important part of the Palmerston community and our team.

Our employee benefits are built around the belief that people are at the heart of everything we do. Here's what guides us:

FAIRNESS AND EQUITY

We ensure our employees are remunerated fairly for their work.

BEYOND THE PAYCHECK

We offer benefits designed to attract, retain, and satisfy our valued team members.

CONTINUOUS IMPROVEMENT

Benefits may be reviewed and updated to meet evolving needs.

ACCESSIBILITY FOR ALL

We strive to provide reasonable access to all employee benefits.

COMPLIANCE AND CONSISTENCY

All benefits align with our Enterprise Agreement and relevant legislation.



Welcome to a workplace that values you, supports your growth, and prioritises your wellbeing.



Because it's
YOUR
Palmerston

FLEXIBILITY AND LEAVE



ANNUAL LEAVE

6 WEEKS

We believe in the importance of rest and relaxation. That's why we provide six weeks of annual leave. This is above the industry standard and is there to help you recharge.



COMPASSIONATE LEAVE

In difficult times, we're here to support you. We provide:

- Up to 20 days of paid compassionate leave for a spouse / partner or child.
- Up to 10 days of paid compassionate leave for a parent.
- Up to 5 days for other family members (as defined by culture / household members).



PAID PARENTAL LEAVE

18 WEEKS & 4 WEEKS

Family matters. We support new parents with up to 18 weeks of paid leave for primary carers (or 36 weeks at half pay) and 4 weeks for secondary carers, ensuring you can focus on what's most important.

FLEXIBILITY AND LEAVE

PAID SHUTDOWN PERIOD BETWEEN CHRISTMAS AND NEW YEARS DAY

Our shut down period doesn't affect your Annual Leave, allowing for time to be spent with your friends and family.



STUDY LEAVE

We believe in lifelong learning. To help you achieve your best, we offer paid study leave for approved courses.



PERSONAL/CARERS LEAVE

3 WEEKS

Your health and family come first. That's why we offer three weeks of paid personal/carer's leave each year to ensure you can care for yourself and your loved ones.



FLEXIBLE WORK ARRANGEMENTS

Work-life balance is important. We provide flexible work arrangements to help you manage personal responsibilities while meeting your professional goals.

Free fun near you!



and
YOU ARE
Palmerston

*I'm
Laura*

I'm a Community Services Manager for City of Palmerston. I have two children who attend a local school and I think it's really important that we continue to strengthen the community.

The impact you can have as a City of Palmerston employee is huge. You get to shape and mould community ideas that can eventuate into programs and projects... different skills and knowledge that you can gain from working so closely with community.

*the impact you can have
as a City of Palmerston
employee is huge.*



REWARD AND BENEFITS

COMPETITIVE PAY

We value your contributions and reward you with competitive salaries.

SALARY PACKAGING

Save more with salary packaging for vehicle leasing. You'll also have regular access to salary packaging advisors.

EMPLOYEE PARKING

Parking is free across Palmerston, because coming to work shouldn't cost you.

EMPLOYEE WELLBEING

Your mental and physical health matter. We provide:

- Free, confidential access to an Employee Assistance Program for you and your immediate family.
- Discounted access to health programs.
- Wellbeing allowance



RETENTION BONUS

For employees who have served at least 3 and 5 years of continuous service.

SUPERANNUATION CO-CONTRIBUTIONS

We support your future with matching super contributions of up to 2%.

RELOCATION ALLOWANCE

Moving for your role? We'll help cover relocation costs to make the transition easier.

DUAL CONTRACT OPPORTUNITIES

Looking for extra income and new experiences? Explore dual contract opportunities and further connect with our community.

Get **AMONG** this
COMMUNITY

TRAINING AND DEVELOPMENT

We offer generous training and development opportunities including;

- Personal and professional development opportunities
- Formal training
- Attendance at relevant industry conferences, seminars and local government events
- New careers opportunities
- Financial assistance for professional development

At City of Palmerston, we're more than a workplace, we're a community. Your journey here is valued, and we're committed to helping you thrive. Welcome to One Community Palmerston! We are investing in the community, through investing in our people.



Investing in **THE**
COMMUNITY
through **INVESTING**
in our people

A man with a beard and short dark hair, wearing a dark blue polo shirt with a 'City of Palmerston Libraries' logo, is smiling and holding a stack of books. The books include 'Return to the Little Coffee Shop of Kabul' and 'Farewell to the Little Coffee Shop of Kabul' by Deborah Rodriguez. He is in a library with bookshelves in the background.

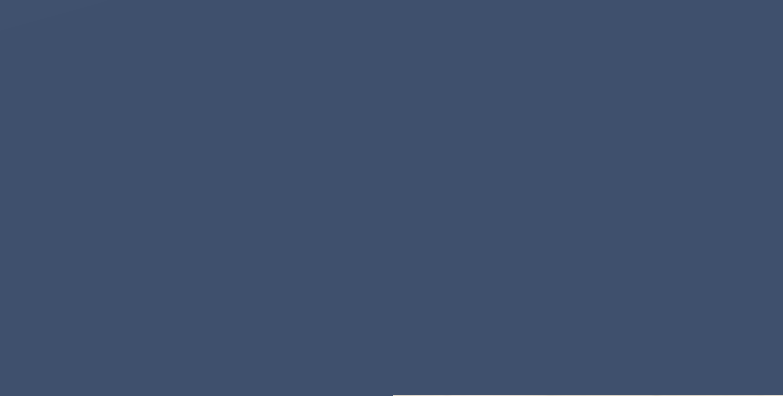
Im
Germano

I joined City of Palmerston for personal growth. In my previous role, I wasn't really going anywhere. There was no job creation, no-one leaving, so I couldn't really take that next step. City of Palmerston offered me that opportunity so I took it.


My name is Germano Bernadino. I work here at City of Palmerston Library. My role is Library Programs Officer. I feel a great pride when people appreciate what I do for them, like the services I provide and the programs that I run. You always get a sense of achievement when people go "oh that program was awesome."

One of the most rewarding things here is the team. The people I work with are from diverse backgrounds and we all seem to get along and gel very well.

We're not a team of champions,
we're a champion team.



ONE
COMMUNITY


city of
PALMERSTON
'A Place for People'