

# Employee Benefits



**UNISSON** | IT STARTS  
DISABILITY | *with heart*



## A Career at Unisson Disability

At Unisson, we aim to work with you.  
Alongside you.  
In collaboration.  
In relationship.  
In Unisson.

We believe our people are different. We employ great people, people who embody our values and uphold our purpose. Our people are the ones who want to make a difference in the world. We believe that small actions, create big impact. We are the people that believe a more inclusive world for people with disability is possible and we know our everyday actions will help create it.

Our employees are the forefront of what we do, in order for you to live your best life we provide access to a range of benefits to help you balance your life at work and at home. These benefits include salary packaging, career development opportunities, health and wellbeing programs, cultural celebrations, and a program that helps you create experiences that will have a substantial impact to create a memorable connection with those around you.

Want to be part of something amazing? Take a look at what's available to you and why Unisson is a great place to work.



## Work-Life Balance

We are committed to supporting you in order for you to bring your best self to work and live your best life. We offer a range of benefits that will allow you to have a flexible and supportive work/life balance.



### Leave

We offer a range of leave options to support your lifestyle, these include:

- Annual Leave
- Long Service Leave
- Compassionate Leave
- Parental Leave
- Community Service Leave
- Leave without Pay
- Wellbeing Leave
- Family and Domestic Violence Leave
- Personal/Carer's Leave



## Family-Friendly Practices

Unisson understands the importance of a family-friendly culture. We provide you with the support to balance family and work responsibilities.



### Flexible Working

Flexible working arrangements are considered at Unisson, we strive to understand your needs to come up with the right solution based on the different areas of our organisation.



### Baby Hampers

As a special gift, all employees who go on parental leave will receive a Unisson baby hamper full of goodies to assist you through this special time.

# Remuneration



## Salary Packaging

We understand financial wellbeing is important for all our employees. As a not for profit organisation we offer the opportunity to salary package and make your money go further with the assistance of AccessPay.

This provides you with the flexibility to choose which expenses you would like to allocate a portion of your pre-tax salary to and reduce the amount of income tax you pay increasing your disposable income.



## Meal & Entertainment Benefits

Employees are eligible to receive tax-free meal & entertainment benefits through our partner AccessPay, this enables you to salary package costs that have been incurred while dining out in restaurants and cafes, holiday accommodation and much more.



## Novated Car Leasing

Through our partner AccessPay employees are eligible to access Novated car leases, which utilises your pre-tax income to reduce the costs of owning and running your car.



## Cashing out Annual Leave

Employees could be eligible to cash out on their annual leave with managers approval.



## Annual Leave Loading

Employees are entitled to annual leave loading of 17.5% (conditions apply)

## Employee Referral Program

Do you have a relative, friend or ex colleague who would be the perfect fit at Unisson Disability? We are always on the lookout for our next superstar!

If you refer a friend and their employment is successful you could be rewarded between \$300 - \$750 through our Employee Referral Program\*.



# Learning & Development

We are strong supporters of career growth and development. We always encourage our employees to grow and develop their skills for a successful career. To assist our employees in doing so we offer a range of learning and development opportunities.



## Art of Human Connection

Twice a year new employees from across the organisation gather to attend the Art of Human Connection event. Throughout the day training new employees are provided with the tools, skills and knowledge to create stronger, and more meaningful relationships with the people we support, the people we work with and the people within our community.



## Training & Development

We provide access to online and face to face training for all our employees. This gives our employees the opportunity to further develop their skills and knowledge within a range of areas.



## Leadership Programs

With rapid changes always occurring in our industry our investment into the development of our leaders is crucial to our ongoing success. Unisson provides regular internal workshops and coaching sessions to further enhance our leadership's development.



## Innovation

Innovation is highly encouraged by our employees in order to help enhance our organisation performance as a whole. We encourage our employees to be innovative and creative every day through meetings, trainings and innovation workshops. Employees also have the opportunity to join our 'Univators' team to provide new ideas to further improve our organisation as a whole.



## National Disability Practitioner (NDP) membership

Our employees have the opportunity to become a member of the NDP free of charge. This membership will enable employees to access a full range of information, practical resources and training to support their work in the disability sector.



# Health and Wellbeing



## Wellbeing Being U Program

Our employees' Health and Wellbeing is important to us, we always strive to support our employees in the best way possible.

The Wellbeing Being U program has been designed to help you bring your best self to work in order to live your best life. The program gives you access to a

range of useful resources for work and personal matters. Each month you will be provided with helpful tips and tricks on a range of areas to help you become your better self.



## Wellbeing Leave

Our wellbeing leave is part of our health and wellbeing focus. Wellbeing leave allows you to have some additional leave for your own health and wellbeing. One of the benefits of our wellbeing leave is we provide you with the flexibility to nominate your own specific day to enjoy.



## Employee Assistance Program

The employee assistance program (EAP) is an online resource that is available to you and your family. Through the EAP program you will have access to free confidential professional counselling services for work and personal matters, and access to a range of resources for helpful tips and tricks.



## Gym Membership

Free gym memberships are available to all employees at the North Shore Gym located in Pymble. This gives employees access to a wide range of classes & equipment.

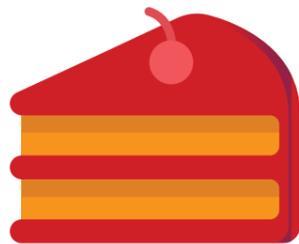


## Flu Vaccinations

To ensure our clients and employees remain healthy, we provide free annual flu vaccinations for all employees by reimbursing the cost of the vaccine from your local health clinic.

## Being Valued

Each employee we hire joins Unisson because they put their heart on the forefront of everything they do, which is why our employees make Unisson extraordinary. Our culture and diversity is something we are really proud of, we always want to recognise and value our employee's through a variety of celebrations.



### Birthdays

We always make the effort to celebrate your birthday in Unisson style!



### Milestones

You are what makes Unisson extraordinary and whether it has been 5, 10, 20 or more than 20 years of working with us, we make sure to celebrate each milestone through our employee recognition program.



### Celebrating Diversity

Did you know that Unisson Disability have employees from over 37 different countries?

Every month we celebrate our diversity through events such as Lunar New Year, Harmony Day, Waitangi Day, Dewali and the Holi Festival and the list goes on!

Our cultural diversity is something we are really proud of, we always want to recognise and educate our staff on the different cultural holidays and encourage them to educate us.

# UNISSON

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