

Summary of employment benefits



Attractive remuneration

- ✓ Competitive salaries with annual pay increases
- ✓ Higher-than-average superannuation contributions (15.4% of salary)
- ✓ Salary packaging options
- ✓ Annual allowance for personalised health and wellbeing services

Flexible work

- ✓ Standard hours of work are 37.5 hours per week (from Monday to Friday)
- ✓ Flexible start and finish times
- ✓ Hybrid work arrangements that enable work from the office and home on a 50:50 basis. Other remote work options may also be available

Professional and personal development

- ✓ Financial assistance and study leave to support higher education
- ✓ Targeted training/conferences
- ✓ Scholarships

Generous leave

- ✓ Annual leave and public holidays plus 3 extra days of paid leave between the Christmas and New Year holidays (to enable an office shutdown)
- ✓ Personal/carers leave of 18 days per year
- ✓ Paid parental leave (e.g. 18 weeks leave for primary caregivers)
- ✓ Purchased leave (up to 8 weeks in a 12-month period)
- ✓ Long-service leave (3 months after 10 years of service, then 9 calendar days for each additional year)

Stable and secure employment

- ✓ Ongoing (permanent) employment is the usual basis for engaging people
- ✓ Strong preference for employing people to perform core work, rather than hiring contractors and consultants

Diverse career paths

- ✓ Opportunities to pursue a wide range of careers within IHACPA, the Department of Health, Disability and Ageing, and the broader APS. These opportunities are available through promotion, transfer or secondment

