

Social, Health and Wellbeing Initiatives



Our Mission

To promote and support a holistic approach to wellness which allows our employees to realise their potential both professionally and personally, thereby resulting in improved employee productivity and engagement.

Work Health & Safety

The City are committed to providing and maintaining a safe and healthy working environment for all staff, visitors, contractors and other personnel across all City sites. We will support all employees to implement safety and health management systems and strategies.

Health and safety are everybody's responsibility and we can only achieve a high level of safety by working together. All staff are encouraged to report hazards, injuries or harm to themselves and to proactively minimise risk to themselves and others.

The Eight Elements of Wellness



Physical wellness: relates to recognising the need for physical activity, good nutrition, getting enough sleep and seeking care when required.



Emotional wellness: relates to understanding your feelings and coping effectively with stress.



Social wellness: relates to developing a sense of connection and belonging and creating satisfying relationships.



Intellectual wellness: relates to having an open mind and continuously expanding your knowledge and skills.



Occupational wellness: relates to enjoying and gaining personal satisfaction and enrichment from your work.



Environmental wellness: relates to your relationship with the planet and nature as well as your relationship with your personal surroundings.



Spiritual wellness: relates to understanding your personal values and beliefs and expanding your sense of purpose and meaning in life.



Financial wellness: relates to building satisfaction with current and future financial situations and avoiding financial stress.

Employee Assistance Program

TELUS Health is the provider for the City's Employee Assistance Program (EAP). The EAP is easily accessible, voluntary and can provide support on a range of personal and work related issues such as:

- Responsibility at work
- Work-life balance
- Depression/anxiety
- Stress management
- Managing change
- Financial counselling



TELUS Health can provide short term counselling and support. The service is provided by professionally qualified psychologists or social workers. The EAP is personal and strictly confidential. City employees and immediate family members are entitled to six free sessions and the service is available 24 hours/7 days.

Health Services

- Flu Shots
- Skin Cancer Screenings
- Ergonomic Assessments
- Manual Handling Training

Superannuation Information Sessions

You are eligible to choose a superannuation fund of your choice. You may wish to continue with an existing superannuation fund or you may wish to choose the City's default super fund, Aware Super. However, if you do not choose a different superannuation fund, superannuation contributions will be paid to Aware Super on your behalf. Aware Super regularly visit the City to hold information sessions for employees.



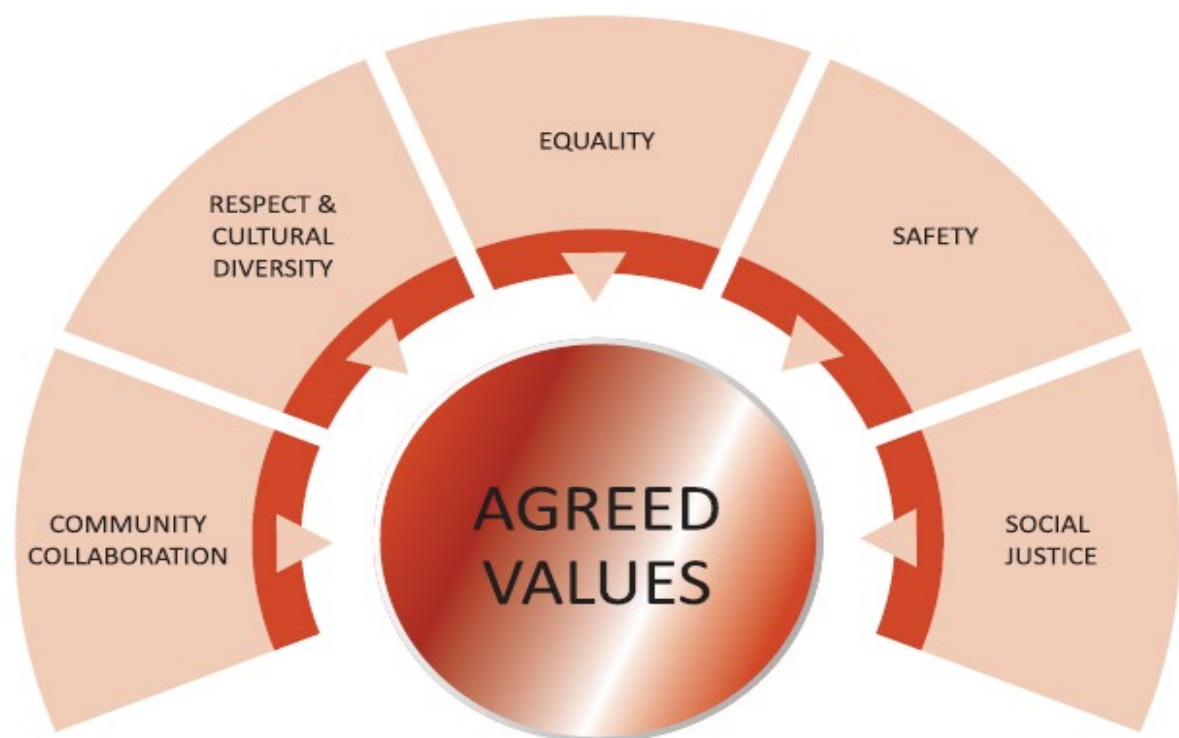
Community, Respect and Equality (CRE) Agreement



Community, Respect & Equality Agreed Values & Codes of Behaviour



#ViolenceIsNEVEROk
WORKPLACE



AGREED VALUES	CODES OF BEHAVIOUR
Community Collaboration	We will stand up, speak out and work together with others for a violence free community.
Respect and cultural diversity	We will acknowledge and value traditions and cultural differences, and demonstrate respectful relationships with family, friends, work colleagues and other community members.
Equality	We will support gender equality by promoting women's independence and decision making in the workplace.
Safety	We will promote non-violent attitudes, language and behaviour to create a safer community.
Social Justice	We will work together to address unequal norms, practices and structures that lead to increased family violence.

Salary Packaging Information Visits

Salary packaging is an Australian Tax Office approved way of restructuring your income. It enables you to buy a range of everyday items out of your pre-tax salary rather than your after-tax salary – leaving more money in your back pocket. However, the choice depends on the organisation you work for. The items the City has selected for employees to package are superannuation and cars. Suppliers regularly visit the City to hold information sessions for employees. Below are some of the preferred car suppliers.



Corporate Health Fund

Health insurance is a personal choice with many suppliers to choose from. Currently, two suppliers offer City employees a Corporate Offer on health insurance. Information about the Corporate Offer can be obtained by contacting the below providers.



Gym Membership

Currently, two suppliers offer City employees a Corporate Offer on gym membership. Information about the Corporate Offer can be obtained by contacting the below providers



Aquarena Membership

City employees who hold an Aquarena Membership card will be entitled to two (2) complimentary swims per week or one (1) Aqua aerobics class per week. For further information about the membership or to make an application, please read the Aquarena Staff Incentive Program Application Form.



Library Membership

Do you enjoy reading? Interested in heritage? Would you benefit from free Wi-Fi? The Geraldton Library has all this and much more to offer. To make a membership application, please complete the Library Membership Form.



Paying Your Rates

If you are a City of Greater Geraldton ratepayer, you can opt to have fortnightly payroll deductions made from your salary towards the payment of your annual rates. If you choose to use this service, you will need to complete the Salary Deductions page within the Induction Pack.

NOTE: If full payment of your rates is not received by the due date, normal interest charges apply.

Social Club

The City has two types of Social Club membership available to employees. They are the Inside Social Club and the Outside Social Club

Inside Social Club

Cost: Every employee of the City of Greater Geraldton is eligible to become a financial member of the Inside Social Club and all new staff members are invited to join the Inside Social Club at the commencement of their employment. Fees for the Inside Social Club are \$8.00 per fortnight (which is deducted from your pay), which equates to \$208.00 per year.

Benefits:

- As a member of the Inside Social Club you are entitled to attend all functions (your fortnightly payment covers this) and the Inside Social Club generally have one function per month;

- Partners can attend all functions at a subsidised price, children are able to attend most functions - children under 13 years old are free (children over 13 years old would pay the partner price);
- The IOU system is available for its members at Friday night drinks;
- New friendships with work mates, that you don't directly work with; and
- Have a say on how the Inside Social Club is run and what functions you would like to see held.

More information can be obtained from the Social Club Guidelines (which can be found on the Social Club team site, on the City's intranet).

Outside Social Club

Cost: Every employee of the City of Greater Geraldton is eligible to become a financial member of the Outside Social Club. Fees for the Outside Social Club are \$10.00 per fortnight (which is deducted from your pay).

Benefits:

- As a member of the Outside Social Club you are entitled to attend all functions (your fortnightly payment covers this) and the Outside Social Club have one function per month;
- Partners can attend all the annual wind-up function at no cost; and
- New friendships with work mates that you don't directly work with.