

Windermere promotes work-life balance by offering provisions that foster a culture of flexibility, support and wellbeing.

## Windermere's Employee Benefits

### Salary Benefit

Salary Packaging	Salary packaging is an Australian Taxation Office approved way of paying for some everyday expenses with your pre-tax salary. Windermere's employees have the option to apply for Salary Packaging through an external provider (AccessPay) of up to \$15,900 as tax-free salary. A further \$2,650 as tax free income can be claimed for meals and entertainment. Windermere also offer generous novated lease options through our SmartGroup provider. Note: AccessPay offer a 1:1 consultation service. Please contact the P&C team for more information.
Staff Discounts	As an employee you have access to a range of exclusive discounts, such as Flare and United Petroleum. Corporate discounts for private health insurance are also available through HCF and Medibank Private.
Employee Referral Program	Earn up to \$500 for introducing a new employee to Windermere.

### Work life balance

Windermere Ways of Working (WoW)	To promote work life balance, Windermere provides flexible ways of working (WoW) to support and empower you to be your best at work, by providing options of working from home (exceptions apply), in the office and/or a combination of both.
Welcome & Inclusion	We aim to build diverse and inclusive services and work environments where all individuals from Aboriginal & Torres Strait Islander, CALD, LGBTIQ+ communities and those living with disability will know and feel accepted and affirmed, safe and celebrated. Windermere is delivering this through the implementation of our Welcoming and Inclusion Strategy 2021-2024.
RDOs & 9 day Fortnight	Windermere is committed to employee wellbeing by providing a flexible work environment by offering full time employees the option to take a rostered day off (RDO) one day every four weeks or a set work pattern of nine days per fortnight.

### Leave

Flexible Leave Scheme	The 50/52 or 51/52 Flexible Leave Scheme enables full-time employees to purchase an additional one or two weeks leave entitlement on top of your four weeks annual leave each year. All you need to do is make an application to reduce your annual salary in order to purchase the additional leave.
Leave Loading	In addition to four weeks annual leave all staff will receive an additional 17.5% leave loading on annual leave (this equates to 1.35% on top of your annual salary).
Study Leave	In accordance with Windermere's Study Leave Policy, eligible employees can apply for study leave without loss of pay in order to undertake approved courses.
Paid Parental Leave	As a Windermere primary caregiver, you will receive up to 6 weeks full pay / 12 weeks half pay in addition to the standard government funded paid parental leave entitlement. A secondary caregiver, will receive 2 weeks full pay/ 4 weeks half pay in addition to the standard government funded paid parental leave entitlement.
Personal Leave	Windermere offers generous personal leave provisions*: 12 days sick leave in your first year of employment, 14 days in your second, third and fourth year of employment and 21 days in your fifth and following years of employment. ( *refer to provisions outlined in the Personal Leave Policy). This is pro-rata for part time employment and applicable to all staff, excluding casual and executive level employees. Windermere will allow one personal leave day per financial year to be taken as a Wellness day that can be used for any reason to support employee wellness, volunteer activities, special occasions and/or cultural events.
Personal Leave Donations	Windermere employees have the opportunity to apply for donated personal leave where they have exhausted all their other leave entitlements. This scheme is funded through donated personal leave from existing employees within the organisation. Eligibility criteria applies.
Portable Long Service Leave	Employees can accrue long service leave entitlements and transfer them from job to job within the same sector under Victoria's Portable Long Service scheme. This is available to all Windermere employees.
Windermere Gift Days	As a sign of good will, Windermere offers all employees time off between Christmas and New Year's. This is subject to organisational performance and considered annually.
Blood Donation Leave	Windermere will provide one hour of paid leave per financial year to attend an approved blood donation centre.

Windermere promotes work-life balance by offering provisions that foster a culture of flexibility, support and wellbeing.

## Windermere's Employee Benefits

Your Health & Wellbeing	
Town Hall Meetings	We value your opinions and ideas relating to your employee experience, employee benefits and everyday working activities at Windermere. We welcome your input at our Town Hall Meetings held on a quarterly basis.
Immunisation Program	An annual flu vaccination program is offered to all employees. Windermere also reimburses you for other immunisations including Whooping Cough and Hepatitis A & B.
Employee Assistance Program	If you and your immediate family members need assistance with matters affecting your wellbeing, both personally and professionally, we offer free access to professional and confidential counselling service through our external provider, TELUS Health. In addition to counselling services they also offer finance and wellbeing (nutrition) advice and dedicated support lines for Manager Assistance and Aboriginal and Torres Strait Islander support. TELUS Health offers a diverse range of clinicians specialising in various priority groups including LGBTQIA+, CALD, Indigenous and Disability.
Recognition	
Recognition of Anniversary and significant years of service	Employees are acknowledged and rewarded for significant years of service by being presented with a corporate gift and certificate of appreciation.
Recognition Awards	Every two months Windermere participates in "Values Monday", where employees are asked to nominate colleagues who embody our values and behaviours. At the end of the year, you have the opportunity to nominate a team who embodies one of our six values to be presented at the All Staff End of Year Celebration. You can also provide complimentary feedback to a colleague who goes above and beyond through our YAY Awards. These nominations are displayed on our LEAD Recognition Board.
Development & Support	
Training	Windermere offers a diverse range of learning opportunities and activities, recorded through a centralised learning management system. The learning experiences we offer include: workshops, virtual classrooms, webinars and eLearning.
Pulse surveys	All employees are provided with the opportunity to provide their feedback via regular Pulse surveys. We ask questions that are important to you as individuals and as a valuable employee of Windermere. The feedback received provides ways to determine how we can make Windermere an even better place to work.
Secondment opportunities	Windermere aspires to attract and retain a highly skilled and experienced workforce by offering secondment opportunities for professional development and to foster cross-organisational knowledge and collaboration.
What's On Windermere (WOW TV)	WOW TV runs live episodes throughout the year, showcasing our talented and knowledgeable Windermereans and guest speakers on themed topics.
Capability Framework	Windermere's Capability Framework sets a benchmark which defines the behaviours, skills and knowledge that both our organisation and our employees need to succeed. This framework supports staff recruitment, leaders in guiding their teams and employees with setting goals in their annual reviews.
Supervision & support	Regular supervision is provided to all employees at Windermere. Supervision will provide employees with an opportunity to address learning and professional development, support needs and capacity, practice and administrative requirements and accountability.