



The benefits of working with the Rural City of Murray Bridge

The Rural City of Murray Bridge provides a range of employment conditions (including Award conditions) related to people friendly practices, health and wellbeing programs and personal and professional development. These include:

- Leave Without Pay *
- Bereavement/Compassionate Leave
- Paid and unpaid Carer's (Family) Leave
- Cash-In of Long Service Leave
- Emergency Personal Leave
- Flexible working hours
- 9 day fortnight (76 hours worked over 9 days with 1 rostered day off) (field operations staff)
- Flexible salary packaging including salary sacrificing for superannuation
- 24/7 Income Protection Insurance
- Annual subsidy for corporate wardrobe (administration and library staff)
- Protective clothing and footwear (field operations staff)
- Casual dress days (charity donation)

Council also provides a range of programs to support the health and wellbeing of our employees, together with aiding work/life balance, and these include:

- Annual health assessments
- Skin cancer checks
- Various lifestyle/fitness programs
- Free influenza immunisation for employees
- Retirement planning
- Retirement transition program (flexible work options to phase in retirement)
- Employee assistance program (free counselling/advisory sessions with a psychologist)

Council has a commitment to provide career development opportunities to all employees. Our learning and development initiatives include:

- Study Assistance* (Reimbursement of fees and study resources)
- Study leave and professional development leave (paid and unpaid)
- Annual Performance Development Reviews incorporating personal and professional development plans
- Leadership development through mentoring, coaching, undertaking leadership programs and assessment of leadership styles.

In addition, employees also enjoy the benefits of collective workplace bargaining to achieve flexible workplace agreements tailored to particular worksites.

***Note: Granting of these arrangements are subject to operational needs and in accordance with relevant policies.**