

# BENEFITS OF WORKING WITH US



## Life Balance



### NORTEC DAY LEAVE

An extra day off at Christmas



### BIRTHDAY LEAVE

A paid day off on your birthday



### A DAY OFF EVERY MONTH In Lieu



### 4 WEEKS ANNUAL LEAVE



### GENEROUS PERSONAL LEAVE



### SUPPORT FOR PARENTAL LEAVE

for the birth or adoption of a child



### FLEXIBLE WORK ARRANGEMENTS



## Wellbeing



UP TO **\$450** per Year to spend on WELLBEING SERVICES such as gym or yoga membership



### FREE COUNSELLING SERVICES

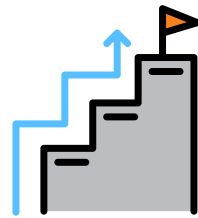
24/7 via our Employee Assistance Program



### DISCOUNT PRIVATE HEALTH INSURANCE



WHS POLICIES & CULTURE which support a safe, inclusive work place



## Career Growth & Professional Development



### ONGOING INTERNAL TRAINING & DEVELOPMENT



### EXTERNAL STUDY SUPPORT



### ACCESS TO THE TOOLS & TECHNOLOGY to do your job well



### CAREER ADVANCEMENT OPPORTUNITIES



## Remuneration & Salary Packaging



### COMPETITIVE SALARY



### SALARY PACKAGE UP TO \$15,900

Package rent, home loans, child care & much more



### SALARY PACKAGE UP TO \$2,650

on new entertainment & holiday accommodation



## Recognition

We celebrate our people for REACHING SERVICE MILESTONES & HIGH PERFORMANCE



## Benefits



**DISCOUNT VOUCHERS** for Coles, Woolworths, JB HiFi, Hoyts, Dan Murphy's, Kmart, Target, BCF & many others via Remserv E-Wallet



### A RANGE OF OTHER DISCOUNTS

including banking & firm vehicle purchasing, leasing & hotel accommodation



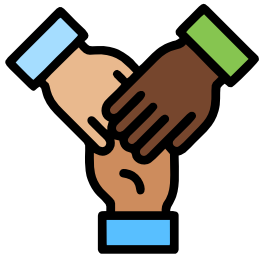
## Contributing to Community

Team involvement in LOCAL CHARITY & COMMUNITY EVENTS

Participation in NORTEC'S 1000 JOBS IN 100 DAYS

### STRONG RELATIONSHIPS & CONNECTION

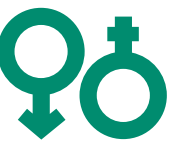
with indigenous communities in support of Indigenous employment



## Diversity & Inclusion



A CULTURE WHERE DIFFERENT BACKGROUNDS, EXPERIENCE & PERSPECTIVES ARE VALUED



### GENDER DIVERSITY

OVER 50% OF OUR WORKFORCE & OUR LEADERS ARE FEMALE