

Benefits of working at City of PAE



There are more reasons than job security, excellent working conditions and pay above award rates why people choose to work at City of PAE:

FLEXIBILITY

- Flexible Work Arrangements supported
- No minimum period for higher duties
- Free car parking close to all our sites

SUPPORTIVE LEAVE OPTIONS

- Study leave
- Up to 5 days paid Cultural Leave
- Bereavement Leave up to 3 days
- Pandemic Leave up to 15 days paid leave
- Volunteer Leave up to 2 days paid
- Up to 5 days paid Emergency Services Leave
- Option to purchase leave
- Option for Rostered Day Off (RDO)

PROGRESSIVE PARENTAL SUPPORT

- Superannuation Payments for Federal Paid Parental Leave and unpaid portions up to 52 weeks
- 5 days 'Keeping in touch' days fully paid
- Fair and reasonable leave request and return notice periods

TRAINING ENCOURAGED

- Leadership Development Program
- "Call It Out" training with Diversity Inclusion
- Respectful workplaces
- Participation in the "16 Days of Activism" campaign
- Purple Orange training programs
- Responding to Domestic & Family Violence

HEALTH AND WELLBEING

- Health assessments provided onsite
- Skin Checks provided onsite
- Onsite physiotherapist for preventative early intervention
- Workstation ergonomic assessments
- Early intervention for work related injuries
- Employee Assistance Program

DIVERSITY AND INCLUSION

- Member of Diversity Council Australia
- Cultural Awareness Training
- White Ribbon Accreditation
- Internal language register

SIGNATORIES

- White Ribbon
- We're Equal (Equal Opportunities Commission)
- Racism it Stops with me
- Welcoming Cities
- Refugee Welcoming Zone

EMBEDDED POLICIES

- Code of Conduct - Council Employees
- Workplace Diversity and Inclusion policy
- Preventing Bullying & Harassment policy
- Preventing Sexual Harassment policy
- Domestic and Family Violence policy
- Children and Vulnerable Persons Safe Environment policy
- Flexible Work Arrangements policy