

Employee Benefits

Working at Transport



Contents

| | | | |
|---------------------------------------|----------|--------------------------------------|----------|
| A career at Transport | 3 | Health / Wellbeing | 9 |
| Work / Life | 4 | Employee Assistance Program | 9 |
| Leave | 4 | Annual flu vaccine | 9 |
| Flexible working | 4 | Fitness Passport | 9 |
| Staying Connected | 5 | Fitness discounts and reimbursements | 10 |
| Celebrating diversity | 5 | Free health workshops | 10 |
| Recreation Club | 5 | Health Fair programs | 10 |
| Salary packaging | 5 | | |
| Development / Networks | 6 | | |
| It's your career. Own it! | 6 | | |
| Study assistance | 6 | | |
| Higher duties and secondments | 6 | | |
| Drivelt | 6 | | |
| Innovation capability programs | 7 | | |
| Online and classroom based courses | 7 | | |
| Communities of Practice | 7 | | |
| Transport Aboriginal online community | 7 | | |
| Women in Leadership | 8 | | |
| Young Professionals Network | 8 | | |



At Transport our people are at the heart of everything we do. We believe that a diverse, inclusive and flexible workforce is the key to delivering a safe, efficient, integrated transport system for our customers and the communities we serve, now and into the future.

When you join Transport you'll become part of a passionate group of people who are making NSW a better place to live, work and visit.

Our people have access to a range of benefits that help you balance your life at work and at home. These include flexible working arrangements, professional development opportunities, health and wellbeing programs, and a program that helps you stay connected with work before, during and after parental leave.

Take a look at what's available to you and how we're making Transport a great place to work for everyone.

Please check with agency procedures for more information around what benefits are available to you and tailoring those benefits to suit your needs.



We're committed to giving our people work-life balance. We offer a range of benefits that will allow you to work in a way that works best for you, no matter what stage of life you're in.

Leave

We offer a range of leave options to support your lifestyle including:

- Annual leave, a minimum of 4 weeks per year with leave loading for non-Senior Service staff
- Up to 15 days of sick leave/carer's leave
- 8 weeks of extended (long service) leave after 10 years of service
- Up to 14 weeks of paid maternity or adoption leave, and up to 104 weeks of unpaid parental leave
- Eligible staff can purchase up to four weeks of additional leave over a 12 month period
- We also have a range of other leave available to help support you and your family at times of need

Flexible working

Flexibility is something we live and breathe, and we want you to as well. We understand that the reasons people want to work flexibly are as diverse as they are, so we encourage you to work with your managers to incorporate flexible arrangements that work for you.

Flexible working arrangements can include:

- Part-time work
- Job sharing
- Working remotely from different locations
- Variable start and finish times or shift swaps on any given day
- Using paid or unpaid leave
- Eligible staff may accrue flex leave or allocated days off.



Staying Connected

Staying Connected is our parental leave program designed to support you and your manager before, during and after a period of parental leave. The Staying Connected program offers face to face workshops and online resources to help you plan ahead and maintain effective and ongoing communications during your leave.

Celebrating diversity

Our workforce is diverse, as is the community we serve. We are proud to celebrate our diversity through events such as Mardi Gras, Harmony Day, International Women's Day, Reconciliation Week and NAIDOC week, just to name a few.

Recreation Club

For just \$1 per fortnight, the Recreation Club, offers its members discounts on accommodation, health insurance, gym memberships, events and recreational activities, plus you can attend the club's hosted events such as family picnic days, fishing and golf trips, and sporting competitions.

Salary packaging

In addition to a competitive salary, we offer the opportunity to salary package up to 100% of your earnings via superannuation contributions or novated lease repayments. Conditions apply and we recommend you seek independent financial advice before creating any salary packaging arrangements.



We want everyone to have a successful career with Transport, no matter what your role is. To help you achieve this, we offer a great range of learning and development opportunities designed to expand your skills and experience and help you own your career.

It's your career. Own it!

Our career guide, "It's your career. Own it!" is full of advice, tools and tips to help you take charge of your career. The guide helps you think about where you're at, what you need to work on and which development opportunities are right for you.

Study assistance

Study assistance is available for staff undertaking relevant part-time study. We offer financial contributions to help cover tuition and course related expenses. We also have study leave available to help you meet your study commitments and attend exams.

Higher duties and secondments

Higher duties and secondments give you the opportunity to act in another position while offering a challenging experience to help you gain new skills and knowledge across the Transport cluster.

Drivelt

Drivelt, our leadership development and high potential programs are tailored to offer leadership development at four different levels: leading self, leading others, leading a function and leading an organisation. These programs include a mix of on-the-job learning, coaching, mentoring and formal training to develop our future leaders.



Innovation capability programs

Innovation capability programs, designed to expand the innovation capability of our people so that we can do things differently and better across every aspect of our business.

Online and classroom based courses

Access to a variety of online and classroom based courses to build your skills in a range of areas. We also offer access to subsidised programs, conferences and seminars to further your professional development and networks.

Communities of Practice

Memberships to our Change and Innovation professional communities of practice, offering access to free resources, events and networking. There are also a number of professions in the NSW Public Sector that are supported by Communities of Practice, where you can become a member to join events, share best practice and shape the work we do in NSW.

Visit: www.comprac.nsw.gov.au for more information.

Transport Aboriginal online community

Across the Transport cluster we are committed to celebrating Aboriginal culture and creating an inclusive and proud environment. The Transport Aboriginal online community provides members the opportunity to connect and interact with one another, get access to resources and information about programs and initiatives and get involved in discussions.



Women in Leadership

Our Women in Leadership online space offers our employees a place to connect, find resources and information, have discussions and get involved increasing the number of women in leadership roles.

Young Professionals Network

As a government agency within the NSW Public Sector, our employees have access to a range of broader NSW government initiatives like leadership development programs, resources and publications. The Young Professionals Network (YPN) provides opportunities for young employees from across the cluster to attend events, connect, share knowledge and build professional networks. Young professionals are generally aged 35 or younger, however employees of any age are welcome to join in.



Image credit: Gavin Jowitt

We want to build a workplace where our people are happy and healthy. Your physical and mental wellbeing is important to us and we offer a range of programs to support and encourage you to achieve your health and wellness goals.

Employee Assistance Program

The Employee Assistance Program (EAP) is available to you and your family. It gives you access to free confidential professional counselling services for work and personal matters.

Annual flu vaccine

To keep everyone healthy during flu season, we provide an annual flu vaccine free of charge.

Fitness Passport

We've partnered with Fitness Passport to offer permanent employees and your immediate family with access to more than 400 gyms, pools and recreational centres across NSW at a competitive rate.



Fitness discounts and reimbursements

You can access discounts and reimbursements for selected health and fitness activities, which vary from year-to-year. For more details please check with the agency's Health & Wellbeing program.

Free health workshops

We run a range of free health workshops for all employees throughout the year so you can increase your awareness on a variety of topics such as nutrition, resilience and ergonomics.

Health Fair programs

Health Fair programs are organised and performed by an allied health professional, designed to provide employees with a free and confidential health assessment and opportunities to learn about healthier lifestyle strategies.

Transport truly values people from all backgrounds.
To make a positive impact on your life and community,
get in touch www.transport.nsw.gov.au/about-us/careers