

# WHY WORK AT THE CITY OF ROCKINGHAM?

## Human Resources Outcome Statement:

*Our professional service will facilitate a safe and satisfying work environment where all statutory requirements are met and where the best people are placed in the right jobs and have the right skills to perform their jobs.*



Located in Rockingham, Western Australia situated minutes away from some of Perth's best beaches, the City of Rockingham offers a wonderful family oriented lifestyle, whilst still within 50km of the CBD.

The City of Rockingham is one of the largest and fastest growing local authorities in Western Australia. With over 350 employees and careers ranging from Administration Officers to Truck Drivers, Rangers to Executive Managers, the City offers a broad range of careers and opportunities.

The City is renowned as an employer of choice within the industry, and has numerous employee benefits. We understand that our employees are our most important resource and are committed to providing a safe and satisfying work environment. Some of our advantages include:

### **Professional Human Resources Team:**

The Human Resources team at the City of Rockingham are a group of committed, approachable and experienced staff. We are dedicated to providing a professional service for the organisation specialising in areas of:

- Industrial Relations;
- Human Resources Management;
- Occupational Health and Safety;
- Recruitment and Selection;
- Training and Development; and
- Payroll.

The Human Resources team is committed to providing a safe and healthy environment to our employees while also promoting and introducing new initiatives and services.

### **Training and Development:**

The City of Rockingham has generous training and development opportunities and we encourage professional development within our employees. The City offers an excellent Corporate Training Programme as well as study leave and the reimbursement of study and training related expenses.

### **Work/Life Balance Initiatives:**

The City understands there is a growing need for employees to maintain a balance between their work and other responsibilities. Some of the initiatives the City offers include:

- Paid Parental Leave;
- International Event Leave;
- Deferred Salary Schemes;
- Job Sharing and Part-time Opportunities;
- Flexible Working Arrangements;
- Monthly or Fortnightly Rostered Days Off;
- Emergency and Planned Time Off Leave (including Short Leave, Carers Leave, Family Leave etc); and
- Payment of Unused Sick Leave.

### **Employee Assistance Programme (EAP):**

The City of Rockingham provides all staff with access to an Employee Assistance Service. Our current EAP provider is OSA Group, a friendly, caring group of counsellors available throughout metropolitan and regional Australia. The EAP provides counselling and support to all employees and their immediate family members and is a completely free and confidential service to discuss any work or personal issues that are an inevitable part of life.

### **Wages and Superannuation:**

The City of Rockingham offers competitive wages in comparison to other local authorities and is dedicated to providing employees with generous pay increases in accordance with our Enterprise Agreement 2005. The City also has an attractive superannuation plan, which can include up to 14% contributions.

### **Equal Employment Opportunity:**

The City of Rockingham is an equal opportunity employer and as such is committed to the provision of equality of opportunity to all of our employees. The City ensures that all employees and potential employees are treated fairly and in a non-discriminatory manner when applying for jobs, or in the course of their employment. The City of Rockingham strives to provide a workplace free from unlawful discrimination and harassment to create a satisfying work environment for all employees.

### **Health and Wellbeing Plan:**

The City is committed to the implementation of a Health and Wellbeing Plan for employees. Current initiatives already in place include free annual flu injections and annual health risk assessments for staff.

### **Active Social Club:**

The City of Rockingham has an active social club that all employees are encouraged to join. Events can include activities such as boat cruises, monthly sundowners and family picnics. The Social Club is also responsible for promoting charitable events with employees including Red Nose Day and the World's Biggest Morning Tea.