

VenuesWest

VENUESWEST

EMPLOYEE VALUE PROPOSITION



VENUES WEST

BENEFITS OF WORKING FOR VENUESWEST

VISION

To be Australia's leading provider of sport and entertainment venues and precincts

PURPOSE

To support high performance sport and deliver world class experiences

We make a difference by:

- ▶ Striving to meet world class competition standards for our venues
- ▶ Ensuring our venues enable high performance athletes and teams to train and compete in WA
- ▶ Leveraging our position to bring world class sport and entertainment events to WA
- ▶ Making our precincts synonymous with Perth as a vibrant and lively capital city

THE VENUESWEST WAY

 We deliver safely

 We act like owners

 We champion dreams

 Together we win

 We celebrate success

01	02	03	04	05
SUPPORTING WORK/LIFE BALANCE	SUPPORTING CAREER DEVELOPMENT	PHYSICAL AND MENTAL WELLBEING	DIVERSITY AND INCLUSION	FINANCIAL WELLBEING
<p>Flexible Working Arrangements including flexible hours, work from home, part time work and 9 day fortnight.</p> <p>4 weeks' annual leave per year.</p> <p>13 weeks' Long Service Leave after 7 years' service.</p> <p>Additional week of leave for working 12 or more Sundays / Public Holidays.</p> <p>18 weeks' paid parental leave.*</p> <p>Crèche access at Arena Joondalup for up to 3 hours per session.</p> <p>5 days of Reproductive Health Leave per annum.*</p>	<p>Emerging Leaders Program developing our future leaders with a focus on operational and people management policies and approaches.</p> <p>Senior Leaders Program supporting leaders to empower and inspire larger teams, collaborate across the organisation, make evidence-based business decisions and develop as succession candidates for the Executive level.</p> <p>Attendance at the Venue Management School (VMS) and Leadership Institute for selected employees each year.</p> <p>Access to professional development opportunities aligned with a robust performance development and planning process.</p> <p>Payment for qualifications and professional memberships.*</p> <p>Access to Study Assistance and Study Leave.*</p> <p>Library of learning modules catering to a broad range of roles and interests through our online Learning Management System.</p>	<p>Free or discounted Health and Fitness and Aquatic memberships at our in-house facilities.* perthhpc.com.au arenajoondalup.com.au</p> <p>Quarterly massages.</p> <p>Employee Assistance Provider providing free, independent, confidential and professional counselling services to staff and their family members.</p> <p>Regular Mental Health First Aid training.</p> <p>Dedicated private Wellbeing Room for prayer, breastfeeding and mental wellbeing.</p> <p>Contact Officers providing confidential advice and support.</p> <p>Social Club offering events and activities catering to a broad range of interests.</p> <p>Corporate health discounts with private health companies.</p> <p>Free fruit in our staff kitchens.</p> <p>Annual wellbeing activities like skin checks, flu vaccinations, and blood donation drives.</p> <p>Reimbursements for optical aids.*</p> <p>Volunteering and participation in activities with our Community Partners.</p> <p>Strong safety culture with a WorkSafe Platinum rating on our comprehensive health and safety management system.</p> <p>A focus on psychosocial safety with dedicated internal resources and a robust risk management framework.</p> <p>Reward and Recognition Program including vouchers for our in-house cafes, and formal awards recognising employee service, performance and contribution.</p>	<p>Supporting Indigenous employees and the community through the initiatives of our Innovate Reconciliation Action Plan.</p> <p>Supporting diversity across the organisation through our Inclusion, Diversity and Access Plan.</p> <p>Women in Leadership Program developing our female leaders through conferences, coaching and mentoring, and scholarships to attend professional development.</p> <p>10 days Disability leave per annum.</p> <p>5 days Cultural & ceremonial leave for Aboriginal and Torres Strait Islander employees</p>	<p>Salary Packaging including motor vehicles, self-education expenses, computers and mobile phones.</p> <p>Financial coaching through our EAP.</p> <p>Shift allowances with additional compensation for working early mornings, evenings and overnight shifts.*</p> <p>Overtime allowances for additional hours worked.*</p> <p>12% superannuation aligned with increases under the Superannuation Guarantee (SG).</p> <p>Free parking.</p> <p>Access to pool vehicles for work-related travel.</p> <p>Uniforms and PPE provided.</p> <p>Discounts on in-house made products and \$2 coffee on Tuesdays at our café facilities.</p> <p>Discounts on kids and sporting programs.*</p> <p>Ability to cash out leave.*</p> <p>Access to tickets to events.*</p>

* Conditions apply