

Leading the way in health care



STAFF BENEFITS

Why choose to work at St Andrew's Toowoomba Hospital



St Andrew's Toowoomba Hospital offers its staff many benefits. These include:

- **Parity with Public Hospital Nursing pay-rates-** We pay Public Sector Parity as part of our nursing Collective Agreement. Parity with public sector involves an immediate 2.5% uplift 3rd November 2008, then further 3.5% on 1st December 2008. We are above public sector with our 'On Call' rates for theatre.
- **Salary Packaging-** St Andrew's Toowoomba Hospital has arranged for salary packaging to be available to all part time and fulltime staff. By salary packaging your expenses rather than paying for them from your post tax salary, you could increase your disposable income.
- **Flexible hours and rostering-** we make every effort to accommodate staff requests to ensure an appropriate work: life balance is maintained.
- **Excellent team environment-** we utilise the 'team nursing' model of care in our wards. Each team may include RNs, EENs/ENs, AINs with an RN as a Team Leader. The team works together, each within their scope of practice, to provide optimal patient care. All departments within the hospital foster a team approach to ensure our patients receive excellent care and outcomes.



- **Professional development support-** all staff are supported by the hospital to attend relevant conferences and seminars. Support may include financial assistance for conference registration, travel and accommodation when required, as well as paid study leave.
- **Staff access to excellent gymnasium equipment-** staff have access to a range of gym equipment including treadmills, exercise bikes, weights, Fit-balls and yoga mats.

St Andrew's HOSPITAL - TOOWOOMBA
280 North Street, Toowoomba, Qld 4350 Telephone: (07) 4631 4666 Facsimile: (07) 4633 4059

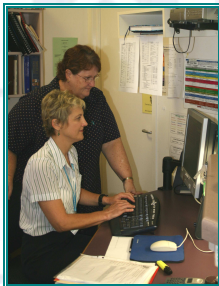


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- **Comprehensive onsite training-** all staff attend a comprehensive orientation to the hospital upon commencement of employment. Our staff development team provide an annual calendar of in-service opportunities which all staff can attend
- **Counselling-** Our employee assistance program offers assistance to staff who require extra support or counselling in a completely confidential manner.
- **Free staff parking-** we have 530 on campus car-parks which ensure that our staff always get a car-park. There are no car park fees.
- **Free uniforms-** all staff are provided with uniforms at no cost.
- **Staff immunisation-** Flu vaccinations are offered free to all of our staff annually.
- **Smoke free environment-** St Andrew's Toowoomba Hospital is a smoke free environment. Designated smoking areas are provided for patients and staff who smoke.
- **24 hour security-** security is provided during the day by our engineering services staff, and out of hours by contracted security staff ensuring our staff are safe at all times.
- **Defcom discount card-** all staff receive a DEFCOM card on commencement of employment. This entitles you to a range of discounts at retail stores as well as restaurants, travel, accommodation and theme parks around Australia.
- **Special events committee-** we have a special events committee comprised of staff from throughout hospital which organise social activities for all staff in recognition of your commitment to the hospital. Events organised include annual Race day, Christmas carols for community, shopping bus trips to Brisbane and trivia nights.
- **Pleasant working environment-** St Andrew's Toowoomba Hospital provides staff with an attractive and positive working environment. The hospital is serviced by an on-site Cafeteria and Kiosk. There are also a number of vending machines throughout the hospital.

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