

*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 within term of EB Agreement-** We pay Public Sector Parity as part of our nursing EB Agreement. Parity with public sector involved a 4.5% increase from 30 November 2009, a further 4% on 1 August 2010, and final 4% on 1 April 2011 with agreement ending on 30 June 2012.
- **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.

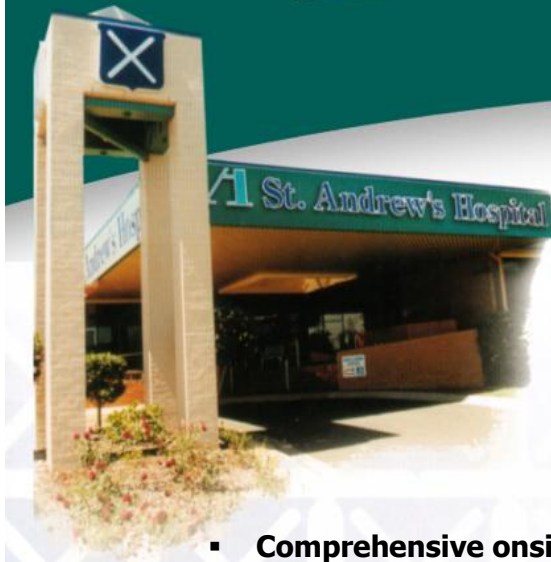
**St Andrew's** HOSPITAL - TOOWOOMBA

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 with a qualified Psychologist.
- **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.
- **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 the hospital which organise social activities for all staff in recognition of your commitment to the hospital. Events organised include bi-annual Raceday, Christmas carols for community, and Trivia nights. We also celebrate Melbourne Cup day with our own St Andrew's Cup which is hotly contested every year.



- **Staff recognition Program-** staff can be nominated in the monthly *Staff Recognition Program* draw for 2 movie tickets, as well as the quarterly draw for a \$100 Grand Central gift voucher. Staff can be nominated by colleagues, patients, visitors or Doctors. We have a BBQ each quarter where CEO and DCS cook and draw the quarterly prize.

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