

Your Total Rewards Story



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IN THIS GUIDE, WE'LL WALK YOU THROUGH HOW YOUR SALARY IS DETERMINED, THE BENEFITS ON OFFER, HOW YOU CAN TAKE YOUR CAREER FURTHER, AND ALL THE REWARDS YOU CAN WORK TOWARDS AS PART OF OUR VALUED TEAM.

EXCITING STUFF!





More than money

PUTTING IT ALL TOGETHER

While money is important, it does not define whether or not your career will be successful.

As individuals, we are all motivated and driven by different aspects of our career. That's why we reward through a combination of money, opportunities and all the other stuff like benefits. This is what we refer to as Total Rewards.

Our Total Rewards model therefore consists of both monetary and non-monetary components, which more often than not result in a higher impact career.

Salary is not the only way we reward our employees.

We offer a combination of pay, work and development opportunities, benefits, as well as individual and team recognition as part of our employee investment or what we call, our **Total Rewards.**

The Shire's Total Rewards offering consists of the following elements:

- Your salary
- Your benefits
- Your career
- Your work environment

TOGETHER, THESE ELEMENTS MAKE UP OUR TOTAL REWARDS.

Your pay

HOW THE NUMBERS ADD UP

Here at the Shire, it is important that we offer competitive, market-related remuneration for good skills so that we can not only attract, but also retain key talent, which will allow us to deliver on our community outcomes.

We therefore perform regular external salary benchmarks (also known as market comparison) to ensure your pay is fair and market related. These benchmarks include pay offered by other comparable Local Government agencies and other sources for a similar role.



There are many factors that we consider when applying salary to a position, including, but not limited to:

- Job Size
- Complexity of tasks
- Experience, skill, competency and qualifications
- Internal parity
- Affordability - Council approved budget
- External Market Data: What similar Local Government roles are being paid outside of the Shire
- Skill shortage - supply & demand



Rewarding your performance

WHAT ABOUT MY ANNUAL INCREMENT?

Shire employees are either employed under the Enterprise Agreement (EA) or on an individually negotiated common law contract.

Currently, those under the EA receive two increments per annum. One increment is pre-negotiated, which currently allows for a 2% salary increase effective 1 July after the successful probation completion. The second increment is performance based and if approved, happens at your anniversary time. The conditions may look different in future EAs.

Those on a common law contract receive one increment per annum, based on performance. All performance increments align with the outcome of your annual Performance Review Process (PRP).

Therefore aligning pay to performance at the Shire is important in order to consistently deliver quality services to our stakeholders.

Added extras

As well as your competitive, industry benchmarked salary, we also offer a range of added benefits to help you kick goals. These are subject to role, conditions and CEO approval.



Annual Increment



Performance Increment



Annual Ashburton Allowance



Annual Travel Allowance



Relocation and Repatriation



Super Matching Scheme



Health and Wellbeing Reimbursement



Paid Parental Leave



Salary Packaging Options



Feel the benefits

- 1 Shire housing or rent relief
- 2 Water subsidy
- 3 Holistic health and wellbeing calendar
- 4 Employee Assistance Program (EAP)
- 5 Manager Assistance Program (MAP)
- 6 Free employee swimming pass
- 7 Six weeks' annual leave
- 8 Paid domestic violence leave
- 9 Personal leave
(including a paid mental health day)
- 10 Bereavement leave
(incl. pet bereavement and extra paid travel time)
- 11 Long service leave



- 12 Study support
- 13 Corporate uniform
- 14 Free parking
- 15 Paid prescription safety glasses
- 16 Service recognition gift card
- 17 Shire Star Program
- 18 Employee of the Month award
- 19 Professional development
- 20 Flexible work practices
(role dependent)

Take your career further

Professional development gives you opportunities to take your career further, and is recognised in a variety of different ways.

YOUR PROFESSIONAL DEVELOPMENT IS RECOGNISED THROUGH ANY OF THE FOLLOWING:

Career entry pathways

Development plans

Executive coaching panel

Internal advertising of vacancies

Professional memberships

On the job learning

Supervisor development programs

Local government skill share

Structured Performance and Development Program (PRP)

Learning from others

Acting positions

Free webinars

Professional development including technical training

Tertiary qualifications

Internal secondments

e-Learning library

Shire-wide training calendar

Performance feedback

Higher duties

Study assistance

Directorate training budget

Manager coaching panel

Additional duties

Succession planning





Channelling the good vibes

At Ashburton, we're all about creating a positive and safe environment that gives you the freedom to be your best self, every day.

HERE ARE JUST A FEW OF THE WAYS WE MAKE THAT HAPPEN:

-  Great lifestyle
-  Diverse, inclusive and welcoming team
-  Social driven environment
-  Learning culture
-  Direct impact on our community
-  Fun environment
-  Meaningful, varied and interesting projects
-  Charity event participation
-  Family-friendly and a sense of community
-  Values-driven organisation
-  Mateship
-  Frequent communication
-  Job security
-  Encourages innovative thinking
-  Flexible work arrangements
-  Contemporary work practices
-  Collaboration
-  Teambuilding events
-  Commitment to safety

**THANK YOU
FOR CHOOSING
ASHBURTON**

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opportunity to community