

There are many benefits that come with working at **Brisbane North PHN**

Join us on our mission to build a community where good health is available to all. We work with others to create and deliver the best possible health and community care system for the people of our region.

When you join Brisbane North PHN you will be part of a high performing team where you can learn and grow alongside other professionals. You will share in a collaborative working culture where your new ideas will be encouraged, diversity is embraced and integrity is valued each day.

As part of the Brisbane North PHN team, you will:

- help to build a community where good health is available for everyone
- shape a more efficient, effective and value-based health system
- work with, and be informed and led by lived experience, community and other experts.

WHAT WE OFFER...

FLEXIBILITY

Hybrid/work from home

Flexible work options

Accrued days off

Early access to long service leave

Additional annual leave

Inner city office location close to transport options and amenities



HEALTH & WELLNESS

Health and wellbeing fund

Showers and lockers

Fresh fruit, tea and coffee

Employee Assistance Program

Flu vaccinations

Standing desks

FINANCIAL BENEFITS

Competitive salary

Salary packaging options

Free undercover parking

PROFESSIONAL GROWTH

Study leave

Professional development fund

Continual coaching and mentoring

Engagement and relationships



WORKPLACE CULTURE

Welcoming and friendly team culture

Open management

Social events and casual Fridays

Organisational values (Collaboration, Diversity, Integrity, Courage and Impact)

Reconciliation

Recognition and reward scheme

HAVE WORK-LIFE BALANCE

A diverse team means providing benefits that help everyone's individual lifestyles. At the PHN, **flexibility** means:

- working from home up to 3 days a week
- choosing to start work any time between 7 am to 9:30 am and finish between 3:30 pm to 6 pm, with additional consideration for people with differing needs and family responsibilities
- choosing to have an Accrued Day Off (ADO) after every 15 days worked by opting to work an additional 30 minutes each day
- taking accrued Long Service Leave any time after five years of service
- additional annual leave, with five weeks of annual leave, plus a gifted day at Christmas
- handy office location in modern, spacious office with great kitchen and break out facilities, easy access to post office, groceries, cafes, gym, childcare facilities, medical precinct, dentist, park, and within one kilometre from bus and train stations.

LIVE A HEALTHY LIFE

Building a community where good health is available to everyone, means we value your **health and wellbeing**. Our team are provided with:

- \$150 each year to spend on their personal health and wellbeing, which may include exercise equipment, gym membership, massages and more
- access to in-office showers and lockers, if you walk, ride or exercise before, during or after work
- complimentary weekly fresh fruit, tea, coffee and milk
- free confidential counselling and support provided by a third party to staff and family members through the Employee Assistance Program (EAP)
- free annual flu vaccinations via our neighbouring GP or reimbursement
- an option to take advantage of multiple standing desks throughout the office and workstation assessments and modifications if needed.

AVAILABLE BENEFITS

We look after our people with **financial benefits** like competitive salary and salary packaging options. You will:

- receive a competitive salary that is reviewed annually and regularly benchmarked to align with the market

- have access to a range of charity-based salary packaging and sacrifice options, including payment of daily expenses (e.g. groceries, mortgage or rent), meals and entertainment and purchasing a car. Go to www.salary.com.au for more details and to calculate your savings
- have access to free undercover car and motorbike parking and end-of-trip facilities if riding a bicycle or scooter.

INVEST IN YOU

To create impact, we support your **professional growth**.

You will have the potential to:

- take up to 4 days study leave per calendar year to undertake learning in a relevant professional course
- develop professionally with training, learning or study with a \$1,500 professional development allowance each year
- receive ongoing coaching and mentoring through on-the-job learning, peer shadowing, staff development days, regular professional development and growth discussions and upskilling with your supervisor, and the annual performance and development review process
- build relationships with meaningful engagements on organisational policies, participation in intra-organisational working groups and connecting with other PHNs.

FEEL LIKE YOU BELONG

Collaboration is at the centre of our **workplace culture**. You will:

- join a welcoming and friendly team of around 100 staff all working locally, that will respect you, your culture and skills
- participate in an extensive induction program
- have easy access to managers and executives, and experience a transparent management style, regular communication, staff consultation and a wellbeing survey
- enjoy a warm and social environment with monthly birthday celebrations, regular social and special event gatherings, staff coffee dates and a Christmas party
- help us to live our organisational values through our actions each day - they guide us in all we do
- contribute to our 'innovate' Reconciliation Action Plan and be able to join the active 'Spirit of Reconciliation' working group
- be acknowledged and celebrated for work that is 'above and beyond' through our recognition and reward program.