

# WentWest The Benefits Are Clear

At WentWest, we are proud to foster a people-first culture that values diversity, collaboration, and growth. Our team is made up of talented and passionate individuals who are committed to making a meaningful impact in the community. We offer a wide range of benefits designed to support people at every stage of life and career. By supporting wellbeing, professional development, and flexible work, we create an environment where everyone feels valued, empowered, and inspired to thrive.



## DIVERSITY AND INCLUSION

We are proud to have a culturally diverse team that reflects the community we serve. Inclusion is at the heart of what we do—we support our people to grow and succeed. We provide the opportunity to swap public holidays to celebrate days that matter to our staff and as members of Diversity Council Australia, we actively promote access to its valuable resources and initiatives.



## LIVING OUR VALUES

WentWest is a people-focused organisation that fosters a supportive, collaborative, and inclusive work environment. Our positive workplace culture is one of our greatest strengths and a key reason our team is proud to be part of what we do.



## GROWTH AND DEVELOPMENT

We love to develop and advance talent from within, with a strong focus on providing relevant learning and development opportunities, internal career pathways, bespoke leadership programs and mentoring.



## RECOGNITION PROGRAM

Our employee recognition program features ongoing initiatives like employee spotlights, career development profiles, and peer-to-peer shout-outs to celebrate staff accomplishments.



## FLEXIBLE WORKING

Our Flexible Work Policy empowers you to work smarter, in a way that suits your workload and your lifestyle, (dependent on operational requirements).



## HEALTH AND WELLBEING

We support staff wellbeing through tailored action plans that promote work-life balance, boost productivity, and encourage healthy living. Employees and their families also enjoy access to the Fitness Passport program (with subsidy), offering affordable entry to a wide range of fitness facilities.



## COMPETITIVE REMUNERATION

Our salary bands are regularly benchmarked to remain competitive. We offer a comprehensive benefits package, in addition to 13.5% superannuation.



## SALARY PACKAGING AND NOVATED LEASING

As a registered charity, we offer not-for-profit salary packaging and novated leasing as an easy way to boost your take home pay.



## ADDITIONAL LEAVE

Enjoy more holidays with additional leave days per year (FTE) in recognition for work throughout the year and the ability to accrue an additional four days per year, to utilise during our annual shutdown.



## PARENTAL LEAVE

To help meet the diverse and changing needs of modern families and advance gender equality, we offer 14 weeks of paid parental leave regardless of gender in addition to government paid parental leave.



## FIVE YEAR THANK YOU LONG SERVICE LEAVE

As a thank you to our committed staff, we allow staff who have shown their loyalty to the organisation and been with us for five years or more access to a portion of their long service leave on their five year-anniversary.



## EMPLOYEE SUPPORT PROGRAMS

We understand that life can be challenging. Our staff are provided with access to an Employee Assistance Program (EAP) and a Financial Wellbeing program to seek guidance and support and to build skills and knowledge to navigate some of life's challenges.



## INNOVATIVE WORK ENVIRONMENT

Bespoke offices located at Innovation Quarter (iQ) Westmead provide modern, inspiring and collaborative work spaces.