

# EMPLOYEE VALUE

# PROPOSITION



# Who is UCWB?

## Overview



**UnitingCare Wesley Bowden has helped build connected and thriving communities for over 140 years.**

With a dedicated community of staff and volunteers, our personalised and inclusive approach encourages people to build their capacity and confidence, helping them create the future they want.

We provide a safe and supportive work environment, that encourages personal and professional development and growth, that embraces inclusivity, celebrates diversity and values lived experience.

We are deeply committed to reconciliation and recognise that the lands we work on were never given up.

We are passionate about our service to the community, living our values, and treating each other with kindness and respect.

**Everyone is welcome at UnitingCare Wesley Bowden.**

# We live our values

## Organisational values

### Bold & Brave

- Show courage
- Stand up for what's fair
- Show belief in ourselves and others
- Act with honesty and integrity
- Ask the brave questions



### Open & Curious

- Learn from mistakes
- Listen to understand
- Welcome feedback and take action
- Creative in our thinking
- Strive for better



### Connected & Inclusive

- Practice kindness
- Make relationships our priority
- Are welcoming and interested
- Value our differences
- Celebrate success



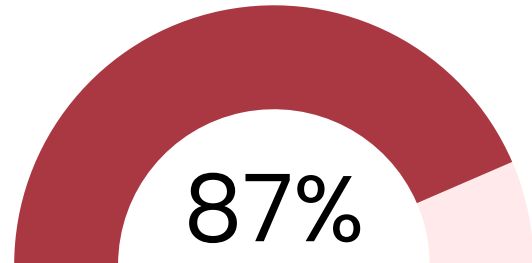
**We believe that everyone has something worth contributing and each person's unique contribution helps our community to flourish and thrive.**

# We prioritise culture

Highly engaged employee statistics\*

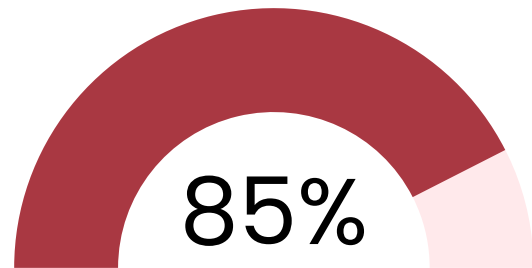
## Engagement

The level of job satisfaction of staff and level of commitment



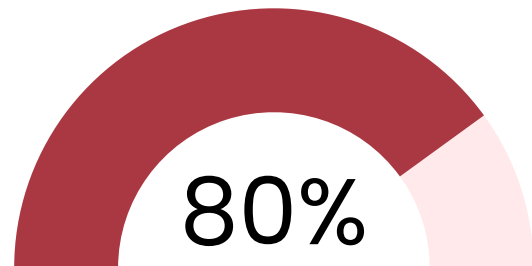
## Wellbeing

Reflects the emotional wellness of staff at work and their ability to successfully manage stress



## Progress

Reflects staff perceptions about UCWB's performance



*\*Staff survey conducted in 2024  
\*Results are above industry standards*



*UCWB won the Best Workplace Award from XREF and was also awarded a Certificate of Excellence for outstanding performance in work practices and employee engagement.*

# Options to increase your take home pay

## Salary Packaging opportunities

As a not-for-profit organisation, UCWB offers salary packaging.

This can be used for various expenses:



**Mortgage**



**Meals out**



**Rent**



**Holiday accommodation**



**Petrol**



**Car hire**



**Groceries**



**Insurances**

As a UCWB employee you may be able to package:

- **Up to \$15,999** from your salary for everyday purchases
- **Up to \$2,650** from your salary for Meal Entertainment and Holiday Accommodation purchases

This means:

- You pay less tax
- Up to 6-12% increase in your take-home pay

Through our salary packaging partners, *Community Business Bureau (CBB)*, you can access a range of products and services including Medibank Corporate Health Cover.

# We support work life balance

## Flexible working conditions

UCWB is committed to creating a flexible-friendly working environment where you are supported to request and access a range of different flexible working arrangements.



### Hybrid options

We offer hybrid working options for our office-based teams.

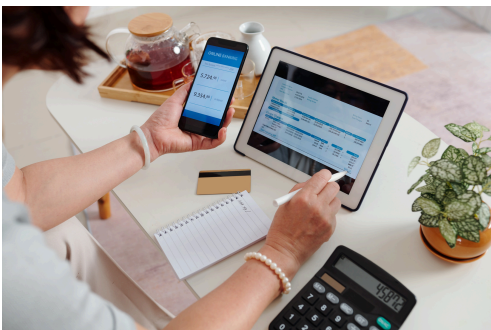
---



### Flexible timings

We gladly offer compressed working weeks, flexible shifts and start and finish times as well as part time and casual roles.

---



### Extra Leave options

- Option to apply for up to 2 weeks of leave in advance
- Cash out long service leave after 7 years of service
- Pay 4 weeks parental leave in excess of the government scheme for eligible employees



# We support your development

## Professional and personal support

### Professional progression

- We prioritise induction for all new employees to ensure you get off to a great start with us.
- We have regular development conversations about opportunities to achieve your personal and career goals.
- Our learning management system will support you to manage your own development through a diverse range of online courses.
- We also offer learning opportunities through our annual organisation learning plan for in-person training.



### Personal wellbeing

- You'll have access to a range of services and resources to support your health and wellbeing such as:
  - Training programs that support your wellbeing, self-development, and mental health at work.
  - Free, 24/7 anonymous counselling services for you and your family.
  - Inclusive employee networks that foster your sense of belonging and community.
  - A peer network of accredited mental health first aiders.

# Why work for UCWB?

## Our commitment to you



We are committed to action that makes our organisation and the wider community welcoming, safe, and inclusive.



We value the experience and expertise of people from all cultures, ages, spiritualities, disabilities, genders, sexualities, thinking patterns, bodies, and backgrounds.



We encourage participation and influence through our employee networks.



We value the growth and wellbeing of our employees and provide ongoing opportunities for both professional development and personal enrichment.

## Join our team

Make a difference in the lives of others by joining an organisation where everyone matters.

### CONTACT US:



(08) 8245 7100



[ucwb@ucwb.org.au](mailto:ucwb@ucwb.org.au)



77 Gibson Street, Bowden, SA 5007