



# Employee Benefits





# Working Life at HSM

When you join HSM, we welcome you to a workplace where you can bring your full self to work. It's a place where we hope you can feel valued, inspired and supported to deepen your skills and knowledge in the Digital health space!

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*Salary  
Packaging*

*Employee  
Discounts*

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*Leave*

*Health & Wellbeing*

*Supporting Families*

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*Learning &  
Development*

*Connection &  
Engagement*



# Working Life at HSM

Underpinned around our benefits are our HSM Values



PIONEERING



EMPATHIC



AUTHENTIC



RESPECTFUL



SUPPORTIVE



# Working Life at HSM

## Salary Packaging

As a Health Promotion Charity, HSM provides all employees with the option to access Salary Sacrifice arrangements to increase your take-home pay. The more you salary package, the more you'll increase your take-home pay.

### **General living expenses**

You can nominate up to \$15,900 per Fringe Benefits Tax (FBT) year of your pre-tax income to cover your regular expenses such as:

- Rent or mortgage payments
- Credit card and personal loan payment
- Household utilities such as gas and electricity
- Any general living expenses such as groceries, clothing, petrol







**Entertainment Benefits** You can also nominate an additional \$2,650 per FBT year to cover entertainment expenses such as: • Dining expenses • Holiday accommodation • Reception venue hire and catering costs

*We do this through our Salary Packaging Card Provider PBI Solutions*



# Working Life at HSM

			
Uber Gift Card	Woolworths	Uber Eats Gift Card	JB Hi-Fi Gift Card
\$95.00	\$95.00	\$95.00	\$95.00
<del>\$100.00</del>	<del>\$100.00</del>	<del>\$100.00</del>	<del>\$100.00</del>

**Employment Hero** provides Discounts and benefits on gift cards, electronics and homewares to all HSM Employees!



# Paid Parental Leave



- **Primary caregivers** are eligible to receive a top up parental leave payment for a period of **18 weeks** in addition to the government funded paid parental leave. This means that the employee receives their full pay during this period of leave to focus on time with their family.
- We will consider flexible structures for this top up payment at the request of the employee. e.g. Alternative time periods other than 18 weeks /half pay at 36 weeks.
- The Govt Paid Parental Leave scheme does not provide Super on the payment. However, we recognises the importance of superannuation for everyone.
- This is why HSM employees will receive superannuation on the total of the paid parental leave top up payment and on the Govt Paid scheme.



# Uprise EAP

Becoming an Employee at HSM means you instantly get access to our Uprise Employee Assistance Program – entitling you to up to **6 sessions with a confidential Psychologist or Coach per year** to help you work through anything going on and support you with your mental health

Uprise is more than an EAP with access to the **Uprise Wellbeing App** that has **resources** on Mindfulness, Sleep, Stress, Values and much more. They also have regular Webinars and a chance to track your overall health and wellbeing with their Wellbeing checker.



uprise™

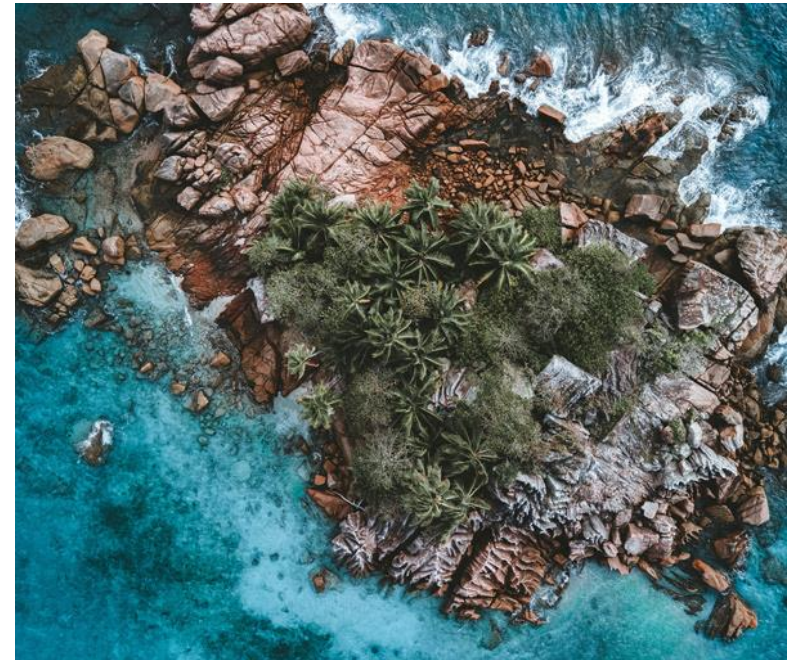


# Training and Development Budget

*Pro-rated for part time employees*

*HSM may direct your training from time to time in line with your role*

**\$1,100 to spend per financial year on your professional development**



**Attend conferences,  
Networking events,  
Online Training and Face  
to Face workshops**





# Working Life at HSM

## Gifted Leave at New Years

HSM offers 2 or 3 days Gifted leave + Public Holidays over the New Year Period as we shut down to take a well-earned break and reflect on our good work each year



**Hello Sunday Morning**



# New Benefits Approved by the Board effective 1 November 2022

**Broadened permitted use of Personal/ Carers Leave**

**Broadened permitted use of Compassionate Leave and 2 extra days (total of 5 days per occasion)**

**Study Leave – 5 days per year**

Undertaking formal study and subject to assignments / exams

**Reduced work year – Leave Purchasing Program**

Employees elect at start of the year if they would like to take additional essentially "unpaid leave" and their annual salary is reduced by the incremental leave % and spread across the 12 months

**Loyalty Leave** - 3 additional gifted leave days received on your 2nd anniversary and each year thereafter all those with >2 years service will receive the initial 3 days and after that the 30/6 AL balance criteria will kick in (transitional treatment).





# Working Life at HSM

Skillssoft

Trust Building through Effective...

23 mins · Course

Skillssoft

Skillssoft

Choosing the Right Interpersonal...

25 mins · Course

Skillssoft

Skillssoft

Writing Effective E-mails and Instant...

30 mins · Course

Skillssoft

Skillssoft

Become a Great Listener - Become a...

30 mins · Course

Skillssoft

Skillssoft

Polishing Your Feedback Skills -...

34 mins · Course

Skillssoft

Top learning in Accounting and Finance

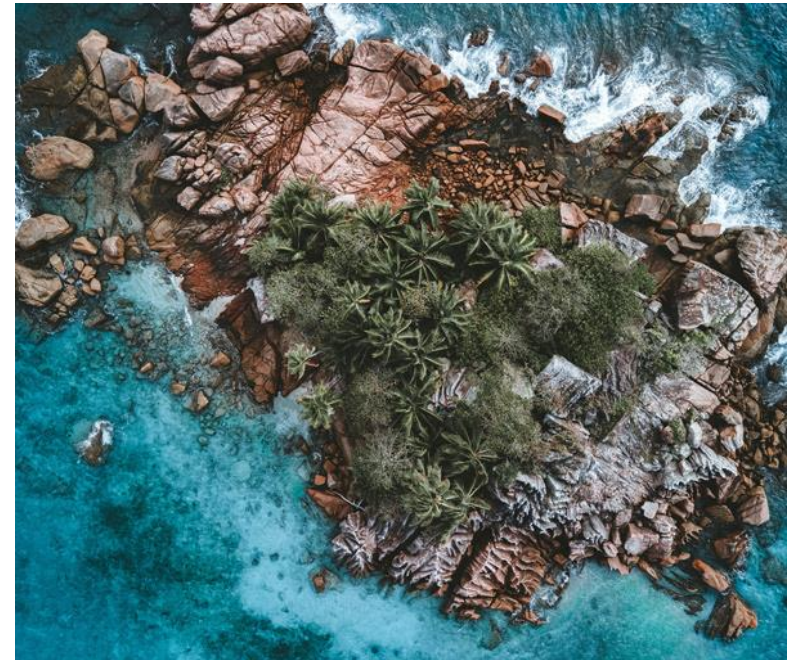
**Employment Hero Learning via Go1** is the largest curated eLearning library from the world's top training providers available online to all employees.



# Your Day Off (YDO)

*On top of Annual Leave and Personal Leave*

Paid Wellbeing Day per month (exc. Dec and Jan) when you need to take time out from work for a break when you need a day to recuperate or catch up on personal tasks



To help manage burn out or stress that working life can at times demand

We believe that mental wellbeing is crucial to living a complete and fulfilling life and encourage you to take up this benefit.



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*Please refer to our Leave Policy*

*or speak to the Finance People and Culture team for more info*