

VASEY RSL CARE

What we offer you



PAY

- Vasey RSL Care provides for 2% increases every six months over the life of the Vasey RSL Care collective agreements 2008 – 2012 for staff covered by these agreements.
- Taxation legislation allows Vasey RSL Care to offer permanent staff the opportunity to package part of their salary, with the packaged component being tax free. This means more take home pay in your pocket.

WORK LIFE BALANCE

Vasey RSL Care understands that you have a life outside of work. To assist staff with the often changing needs of their personal responsibilities outside of the workplace we offer:

- Ability for part timers to pick up relieving shifts at the casual rate
- Paid maternity leave:
 - One year of service – 4 weeks
 - Two years of service – 6 weeks
 - Four years of service – 8 weeks
- 2 weeks paid paternity leave
- 5 Days paid emergency services leave
- Purchasing extra leave on application – 48/52 and 50/52
- Ability to take Long Service Leave at double the time on half pay
- Ability to use Personal Leave as carers leave

EMPLOYEE ASSISTANCE PROGRAM

Vasey RSL Care understands that sometimes in life we need assistance with issues that are going on outside of the workplace. Our organisation offers permanent staff access to counselling and referral assistance in relation to non - work related issues as well as work related matters.

EDUCATION & TRAINING

Vasey RSL Care is committed to assisting and supporting staff to develop within their chosen area of work through training and education. Our organisation provides staff with:

- A dedicated training and development function which can assist with linking staff to government funded training and traineeship opportunities and other training.
- A comprehensive training program as detailed on our annual training calendar, including compulsory training days.
- Accredited training in partnership with preferred Registered Training Organisations (RTOs).
- 4 days paid study / examination leave or pro rata equivalent
- Study loans
- Scholarships

WORKPLACE SAFETY

Vasey RSL Care is committed to ensuring a safe environment for all. Our organisation offers:

- No Lift manual handling system
- Processes for prevention and management of Equal Opportunity issues, Bullying and Occupational Assault
- OHS management system
- Site and organisational OHS committees
- Critical Incident Debriefing services
- Employee Assistance Program as detailed above

DIVISION 2 NURSES

- Improved career path for Division 2 nurses:
 - Automatic progression through pay points to pay point 4, and easier requirements to progress to pay points 5 & 6
 - Advanced levels for Division 2 Team Leader roles, with medication and in charge allowances rolled into the hourly rate
 - Medication endorsement allowance

LIFESTYLE STAFF

- Lifestyle Assistants are paid rates in line with Personal Care Worker rates, rates of pay increase with increased qualifications

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What we ask in return



If you are willing and able to meet the requirements below, you would fit well in the Vasey RSL Care team.

ALL WORKING TOWARDS THE SAME GOAL

Our vision is that we want to achieve excellence in caring for the ex - service community. Our mission is to provide high quality sustainable accommodation and service options that facilitate mutual support, and meet the needs for security and dignity of the ex - service community. We ask that our staff contribute to this goal in their day to day work.

VASEY RSL CARE VALUES

We ask that our staff work in accordance with the Vasey RSL Care values, and apply these in their day to day work.

Vision for the future – through innovation, consultation and planning a clear direction.

Respect for residents, clients, our workforce, and all individuals – through openness, responsiveness and fair and equitable practices including Human Resources Management.

Service to war widows and veterans – through the provision of a comprehensive range of services to meet their needs.

Loyalty to our past – by recognising and valuing the unique history of the organisation and its residents and clients.

Compassion to all – through listening, understanding and supporting.

Sustainability through responsible financial management.

WORKING EFFECTIVELY WITH OTHERS

We ask that our staff work effectively with others, respecting the rights and dignity of residents, clients, staff, volunteers, and all others who are involved in delivering quality Vasey RSL Care services.

CONSISTENT QUALITY PROCESSES

Vasey RSL Care uses a quality system to deliver services of a consistently high standard. We ask that our staff work within the procedures forming this quality system, and make a constructive contribution to the development of this quality system.

LOOKING AFTER OURSELVES AND OTHERS

We ask that our staff:

- Work in a safe manner
- Take reasonable care of their own health and safety and the safety of others
- Make a constructive contribution to the prevention and management of hazards and incidents in the workplace