

1st April 2025



McKinlay Shire Council 'Perks Plus' Employee Program

At McKinlay Shire Council, we place our employees at the heart of everything we do. We understand that a happy, healthy workforce is the key to a thriving community, and that's why we've introduced the *Perks Plus* program—a comprehensive benefits package designed to support our team members both professionally and personally.

Our goal is to empower employees to achieve a healthy work-life balance while offering competitive rewards for their dedication. Full time staff and recruits can expect flexible work arrangements, including a 19-day work month with a rostered day off (RDO), five weeks of paid annual leave with a 17.5% loading, and 15 days of sick leave per year. These benefits are designed to help you manage your personal and professional life with ease.

We offer competitive remuneration, with significant wage increases ranging from 8% to 15% as part of our Certified Agreement. Additionally, we contribute 11.5% to your superannuation, or 13% if you make your own contributions after 12 months of employment, ensuring you're building a secure financial future.

As a regional employer, McKinlay Shire Council offers additional benefits such as district/locality allowances, subsidized housing, and relocation assistance, which can make a real difference for those considering a move to our area. We also provide all employees with uniforms and safety equipment, ensuring both comfort and protection on the job.

We believe in fostering professional growth, offering study assistance, opportunities to attend conferences, and a supportive working environment to help you reach your career goals. Our commitment to health and wellbeing is also a top priority, with access to discounted or free gym memberships, health insurance discounts, and an Employee Assistance Program (EAP) for mental wellness support. Plus, our childcare discount helps ease the cost of care for your children.

At McKinlay Shire Council, we're dedicated to providing a range of benefits that help you thrive in all aspects of life. Join us and experience the incredible advantages of working in a community-focused, supportive environment. The benefits of working at Council are summarised on the next two pages:

Benefits of work at Council

At McKinlay Shire Council, our employees are at the heart of everything we do. We believe in empowering our team members to thrive—both at work and in their personal lives. That's why we're committed to creating a supportive environment where you can achieve a healthy work-life balance and focus on what truly matters to you.

Here's what you can expect when you join our team:

Flexible Work Arrangements

- A nineteen-day work month with a rostered day off (RDO)
- 5 weeks of paid annual leave, including a 17.5% loading.
- Accrue 15 days of Sick Leave (Personal/Carer's Leave) annually.

Competitive Remuneration

Our Certified Agreement offers significant wage increases ranging from 8% to 15%, ensuring that your hard work is rewarded with meaningful pay rises.

At McKinlay Shire Council, we contribute 11.5% to your superannuation in accordance with the Queensland Local Government Employees Superannuation Scheme. Alternatively, the superannuation contributions rate will be increased to 13% if the employee makes their own contributions to the Scheme, which becomes compulsory after 12 months of employment.

This commitment helps you build a secure financial future.

Regional benefits

You may be eligible for a range of other benefits depending on your position. These might include:

- District / Locality Allowance
- Subsidised housing may be available
- Relocation assistance

Council Uniforms & Safety Equipment

Your safety is our priority. We provide all employees with corporate uniforms and Personal Protective Equipment (PPE), which are replaced based on fair wear and tear, ensuring you stay comfortable and protected.

Growth and Professional Development

At McKinlay Shire Council, we are passionate about helping our staff grow. You'll have access to:

- Study assistance to help you reach your educational goals.
- Opportunities to attend conferences and seminars.
- A positive, supportive working environment where you can grow in your current role or explore new career paths.

Health and Wellbeing

We care about your health and wellbeing, both in and out of the workplace. McKinlay Shire Council organizes various initiatives throughout the year, including:

- **Physical Wellness:** Enjoy discounted or free memberships to local council-run pools and gyms to stay active.
- **Corporate Health Insurance Discounts:** Save with a **6% discount** on health insurance through Queensland Country Health.
- **Mental Wellness:** We offer all employees access to our Employee Assistance Program (EAP), providing confidential, obligation-free counselling for you and your immediate family.
- **Childcare Discount:** Generous childcare discount for your own children.

At McKinlay Shire Council, our team members are our priority. Discover the incredible benefits of being part of our community.



Flexible Work Arrangements

- A nineteen-day work month with a rostered day off (RDO)
- Five weeks Annual leave plus 17.50% leave loading
- 15 days of sick leave annually



Competitive Remuneration

- Wages above the Award
- Annual pay increase as per our Certified Agreement
- Additional employer superannuation contributions

Regional Benefits

- District/Locality Allowance
- Subsidized Housing
- Relocation Assistance



Health & Wellbeing Benefits

- Discounted memberships to council-run gyms and pools along with discounts on childcare.
- Free counselling for employees and their families through an employee assistance program.
- Corporate Health Insurance Discount of up to 6% through Queensland Country Health.

Professional development

- Annual performance reviews
- Study Assistance
- Staff Training
- Access to conferences, seminars, and resources.
- A positive work environment supporting your career growth



Council Uniforms and PPE

- Corporate uniforms and PPE provided, replaced fairly.