

# The benefits of working at the WATER CORPORATION



waterlife opportunity





Our purpose is the **sustainable management of water services** to make WA [a great place to live and invest](#). It is what we seek to do **every day**, no matter where we work in the Water Corporation.

A career at the Water Corporation means working in an environment where we put **safety first** and where you are [supported to develop a long term and exciting career](#), to achieve challenging but realistic goals; where we work effectively in teams and where we consistently **recognise and reward great performance**.



## WHY work at the Water Corporation?

At the Water Corporation we are in the forever business. Everyday, people drink water, flush their toilets, and have a shower so we are around for the long term.

Our people tell us the best things about working at the Water Corporation are:

- Contributing to the delivery of essential services - water, wastewater and drainage - to the West Australian community.
- A friendly work environment where people are committed to working as a team.
- Flexible working arrangements that mean you can enjoy the fantastic WA way of life with your family.
- Opportunities to work in different business areas across the whole state.
- Our commitment to health, safety and wellbeing.

### Remuneration and Salary Benefits

At the Water Corporation we have a competitive pay structure with options to salary sacrifice your water rates, receive additional super contributions and remote area housing assistance.

We also have a comprehensive salary packaging program where you can package cars, private superannuation, taxi travel and airline lounge memberships via an external bureau service. This option incurs administration and professional fees which you are able to include in your package.

Water Corporation Superannuation is a superannuation fund dedicated to Water Corporation staff which allows you to choose your investment type, offers income insurance, has low fees and allows additional employer contributions in co-contribution arrangements. Water Corporation Superannuation also offers its members access to financial advice services.



## FLEXIBLE work environment

We value flexibility in our work arrangements and aspire to a constructive, flexible and high performing culture. In many roles it may be possible for you to enjoy:

- Flexible hours – our people can tailor their work hours to suit their individual needs such as starting early and finishing early.
- Flexi-time – you can accrue hours worked in excess of normal time, and are free to use these hours at a time of mutual agreement with your manager.
- Part-time work and job sharing arrangements.
- Purchasing additional annual leave of up to 12 weeks.
- Purchase a year of leave – you can work for four years at a reduced salary and take the fifth year off as paid leave.

We also offer the following to our staff:

Long service leave – after working with us for seven years you are entitled to 13 weeks leave. You can even access long service leave pro-rata after three years of service. Alternatively you can cash out accrued long service leave.

Sick leave – 12.5 days per annum which accrues from year to year. Our staff can also access carers leave to care for sick family members.

Paid maternity leave – our staff can take up to 52 weeks parental leave, with the option to request to extend for a further 52 weeks. Maternity leave is paid for the first 14 weeks of leave.

Phased retirement – an opportunity for our staff to phase into retirement through flexible working arrangements.



## Training and DEVELOPMENT

We are committed to the continuous learning and development of our staff. We have a structured performance and development process in order to support you to achieve your development goals which in turn helps us to achieve our business goals.

We are committed to leadership development and training our managers to become our future leaders through programs such as: Frontline Management, Management Essentials, Uplift and Stepping Up.

We have a highly regarded Graduate Development Program, Engineering Associate Traineeship Program and an Apprentice and Traineeship Program that seek out new talent for our future.

We also provide assistance with further formal study whereby the Water Corporation pays for 66% of tuition fees and allows our employees time off to attend the course where the study is seen to be of mutual benefit.

Access to coaching, mentoring, professional workshops and lunch-time master classes are also examples of our commitment to development and knowledge sharing.

We also give our staff the opportunity to see the operations of our water and wastewater systems through Fact Finding and Catchment to Coast tours.



## Health & LIFESTYLE

Safety is our first priority. That is why we have a number of programs in place to ensure our staff are happy and healthy so that they can perform their best whilst at work. These programs include:

- Corporate Health Program – workshops and education campaigns to improve the physical activity level and cardio vascular health of our employees. These include fruit baskets, subsidised Pilates and yoga classes, flu vaccinations, quit smoking programs and a *Stretched not Stressed* session for staff.
- Employee Assistance Program – we provide free, professional and confidential counselling services for staff and immediate family through an external provider.
- Outward Bound Family Program – a ten day bushwalking, outdoor activity and camping program that you can attend with your child aged between 13 and 16 years. The program will enable you and your child to spend quality time together out of familiar environments and is designed so that a strong and healthy relationship is either formed or strengthened through safe but demanding adventure experiences.
- The opportunity to be part of Team Water Corp through sporting event registration payment for events such as the City to Surf, the Great Bike Ride, and the rowing event, the Lord Mayors Cup.



## Supporting OUR COMMUNITY

We actively work with you to help find a balance between your career and giving back to our community. The *Wavemakers* program is designed to provide our staff with the opportunity to contribute to our community both locally and globally, as a volunteer or by making a financial contribution.

- Employee Giving – enables our people to have pre-tax salary deductions made to a range of charities. The charities involved are: United Way, RSPCA, Carbon Neutral, WWF, World Vision and WaterAid.
- SIM Ethiopia – in partnership with SIM, teams of Water Corporation staff have been sent to Ethiopia to use their technical expertise to support local people to access clean water to improve their health and quality of life.
- Engineers Without Borders – provides a broad range of opportunities for our people to travel abroad to implement sustainable engineering projects that assist disadvantaged communities.
- Indigenous Healthy Communities – working in partnership with remote WA Indigenous communities to leverage basic water and wastewater services to improve the health and lifestyle of the local people.



## Other BENEFITS

We have many other benefits for our employees which include:

- Staff uniform allowances
- Regional allowances
- Free Scitech and Perth Zoo tickets through our sponsorship program
- Discount West Australian Symphony Orchestra (WASO) tickets
- A corporate wide reward and recognition program – H<sub>2</sub>O Honours
- An active Social Club that provides various discounts to members such as discount movie tickets
- Access to discounts on a number of Hewlett-Packard products
- Discount vehicle servicing from City Motors and other AHG dealerships
- Special rates at Budget car and truck rental
- Discount prices at Thrifty car hire



Printed on environmentally friendly paper.