



Values

Our organisation's values play an important role in setting the standards of behaviours and attitude expected from staff and volunteers. Truly practising these values will not only assist in the achievement of our vision but also will ensure that our organisation continues to provide a high quality, safe and positive environment for all our people.

They are **CARING** Being committed, thoughtful, supportive and considerate.

QUALITY SERVICE Being professional and continuously improving. **ACCOUNTABILITY**

Having pride and taking responsibility.

RESPECT Showing regard for the rights, beliefs and property of all. **TEAMWORK**

Working together to achieve a common goal.

OPEN COMMUNICATION Improving understanding through listening and sharing.

HONESTY Demonstrating truthfulness and sincerity **ENJOYMENT** Achieving satisfaction in a happy and healthy community.

Kalyra Communities

Post Office Box 196, Blackwood SA 5051
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 F: (08) 8278 3944
 E: trust@jamesbrown.org.au
 kalyra.org.au

Kalyra Belair Aged Care

2 Kalyra Road, Belair SA 5052
 Post Office Box 196, Blackwood SA 5051
 P: (08) 8278 5444
 F: (08) 8278 3944

Kalyra McLaren Vale Aged Care

19 Aldersey Street, McLaren Vale SA 5171
 P: (08) 8323 7400
 F: (08) 323 7417
 E: info@kalyra.org.au

Kalyra Woodcroft Aged Care

54 Woodcroft Drive Morphett Vale SA 5162
 P: (08) 8322 4099
 F: (08) 8322 3576
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Kalyra Community Services

2 Kalyra Road, Belair SA 5052
 Post Office Box 196, Blackwood SA 5051
 P: (08) 8278 5444
 F: (08) 8278 3944

Kalyra Heights Village

48 Gloucester Avenue, Belair SA 5052
 P: (08) 8278 5444
 F: (08) 8278 0306

Kalyra The Heights Bellevue Heights

51 Eve Road, Bellevue Heights SA 5050
 P: (08) 8370 0520
 E: info@kalyra.org.au



kalyra
communities

Here for you.

kalyra.org.au



James Brown Memorial Trust
 CELEBRATING 125 YEARS

Employee Rewards



Making the
 most of working
 with us.



kalyra
communities

Here for you.

Jesse Brown's Vision

Providing and facilitating humanitarian services which improve the quality of life of those in need, in memory of James Brown.

Our Mission

Grown accommodation, care and services by valuing our people and adapting to the changing needs of our diverse community.

Our Goals

We will:

- Focus on customer experience
- Continually improve our internal processes (people, systems, processes) to deliver quality outcomes
- Innovate, learn, grow
- Improve financial sustainability.



Salary Package

Employees can salary package in accordance with current legislation, providing the benefit of reducing the amount of income tax paid.

Meal Card

Employees can deduct money from their salary (pre-tax) to be placed on a meal card to pay for meals out.

Education and Training

Aged Care Channel – employees are able to access a wide variety of training courses to assist them with their career in Aged Care. Some of these sessions attract CNE points for RNs and ENs.

Staff Scholarships – employees can apply for a scholarship to assist with training/ education costs.

Employee Assistance Program

Employees can access three free and confidential counselling sessions with qualified counsellors for themselves and/or immediate family members each year.

Enterprise Agreements

Successful negotiations with employees have created Enterprise Agreements which provide fantastic terms and conditions of employment, including above award pay rates and 300% loading for working on Christmas Day.

Recruitment Bonus

Employees who introduce new employees to Kalyra Communities can get up to \$500 bonus payment.

Quality Improvement Awards

Staff suggestions for quality improvements are regularly reviewed by the quality improvement committee and the best suggestion wins a \$50 prize.

Well-Being Program

Well-Being activities – employees are encouraged to participate in activities to sustain and improve employee well-being.

Physiotherapy – on site physiotherapy is available to all staff.

Immunisation – employees are offered free flu vaccinations and eligible employees can have reimbursement for Hepatitis A and B vaccinations.

City to Bay – Employees can enter the City to Bay event as part of the Kalyra Communities team at no cost to them.

Staff Appreciation Dinner

Each year the Trust invites employees to the Staff Appreciation Dinner, a wonderful social event to thank employees for their hard work and commitment.

Christmas Lunch

Staff are invited to a Christmas BBQ where they are presented with a small token of appreciation.

Easter

Employees receive a small token of appreciation each Easter.

Morning Tea

Each morning employees are provided with a morning tea from our kitchen.

Social Club

Employees are invited to join the Kalyra Communities social club which offers 4 to 5 social get together – meals out, movie nights, per year.