

The James Brown Memorial Trust is a not-for-profit organisation dedicated to the provision of high quality residential aged care, community care, retirement living and affordable housing services. The Trust recognises that the provision of its services relies on the skill, commitment and dedication of its employees. The Trust's Corporate Plan identifies a Corporate Goal which is to:

Attract quality staff and volunteers to the Trust.

The Trust wishes to acknowledge the exceptional job done by its employees. The Trust provides many benefits to reward our employees and they are explained in this brochure. Employee Rewards are available to all employees with some rewards having criteria that the employee has successfully completed their probationary period. There may be other conditions affecting the availability of some Employee Rewards.

Salary Packaging

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 use for paying 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

The Trust has successfully negotiated with employees to create Enterprise Agreements which provide fantastic terms and conditions of employment, including above Award pay rates and a 300% loading for working on Christmas Day.

Police Checks

The Trust provides all existing employees with the National Police Clearance every three years, with no cost to the employee.

Recruitment Bonus

Employees who introduce new employees to the Trust 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 supported by the Trust to sustain and improve employee well being.

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 JBMT 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 JBMT Social Club which offers 4 to 5 social get togethers - meals out, movie nights, per year.

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



James Brown Memorial Trust

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Kalyra Belair Aged Care

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Post Office Box 196 Blackwood SA 5051
Telephone (08) 8278 5444
Facsimile (08) 8278 3944

Kalyra McLaren Vale Aged Care

19 Aldersey Street McLaren Vale SA 5171
Telephone (08) 8323 7400
Facsimile (08) 8323 7417
Email kalyravale@jamesbrown.org.au

Kalyra Woodcroft Aged Care

54 Woodcroft Drive Morphett Vale SA 5162
Telephone (08) 8322 4099
Facsimile (08) 8322 3576
Email kalyrawoodcroft@jamesbrown.org.au

Kalyra Community Services

2 Kalyra Road Belair SA 5052
Post Office Box 196 Blackwood SA 5051
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Facsimile (08) 8278 3944

Kalyra Heights Village

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EMPLOYEE REWARDS



Making the most
of working for
the Trust

