

Make a living making a difference

Work at Latrobe Community Health Service





Message from the Chief Executive Officer

It is an exciting time of growth and opportunity for Latrobe Community Health Service, and we are seeking exceptional people to join us.

Latrobe Community Health Service is an exemplary workplace. Each year, staff are asked to provide feedback on their experience at work. Overwhelmingly, they say the organisation is 'a truly great place to work'. They cite teamwork, support, and the people they work with as the main factors for their satisfaction at work.

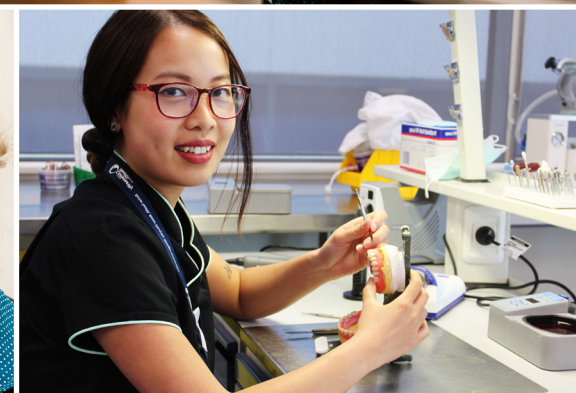
In addition, we offer an attractive package of workplace benefits, including:

- Career development
- Flexible leave arrangements
- Generous remuneration and salary packaging
- Strong workplace culture.

More information on working at Latrobe Community Health Service is included in this kit.

You don't have to choose between a fulfilling and rewarding career, or making a difference; we offer both. Thanks for taking an interest in working with Latrobe Community Health Service.

Ben Leigh
CEO, Latrobe Community Health Service





At Latrobe Community Health Service we're inspired by our vision of a strong, vibrant community, where everyone can access good health care and enjoy a healthy lifestyle.

We offer our services through a range of brands, including:



We are looking for exceptional staff in a range of disciplines to join our positive and passionate workplace. Latrobe Community Health Service is dedicated to providing you with career opportunities, through work that is rewarding and meaningful within the community.

We offer:

- Full and part-time positions
- Attractive remuneration and generous salary packaging
- On-the-job training and exceptional workplace culture.

We are seeking quality candidates across the organisation, including:

- Allied health assistants
- Client service officers
- Community aged care case managers
- Counsellors
- Dental assistants
- Dental prosthetists
- Dental therapists
- Dentists
- Doctors
- Family violence specialists
- Health administration officers
- Home support workers
- Laboratory dental technicians
- Mental health social workers
- Nurses
- Occupational therapists
- Physiotherapists
- Podiatrists
- Psychologists
- Speech pathologists
- Local Area Coordinators (NDIS, LAC)
- Early childhood educators (NDIS, EC)
- Early childhood allied health professionals (NDIS, EC)

We are known not only for our commitment to our communities, but also for our friendly culture, the performance of our staff, and as a place where people can enjoy a fulfilling career.

Read on to learn more about working at Latrobe Community Health Service.

Our values

Providing excellent customer service

Actively assist our customers and clients to receive the quality services they require in a professional and courteous manner.

Creating a successful environment

Contribute to making Latrobe Community Health Service a positive, respectful, innovative and healthy place to be.

Always providing a personal best

Embrace a 'can do' attitude and go the extra distance when required.

Acting with the utmost integrity

Practice the highest ethical standards at all times.



About Latrobe Community Health Service

At Latrobe Community Health Service, we have skill and experience working with local communities.

We know how to make positive change happen. We are inspired by a vision of strong, vibrant and inclusive communities, where more people enjoy good health and fulfilling lives.

Why work at Latrobe Community Health Service?

With locations in Sydney, Melbourne and throughout regional Victoria, and a team of skilled professionals working together, there is no limit to the experiences you can have with a career at Latrobe Community Health Service.

Every day is another opportunity to enhance people's lives. We think that is worthwhile.

Flexible employment arrangements

We provide a wide range of flexible working and employment arrangements.

Some of these include:

- A mix of full-time, part-time and casual roles
- A monthly accrued day off for full-time staff
- Flexible start / finish times
- The option to work from home for eligible roles.

Diversity and inclusion

Friendliness, commitment, a sense of achievement and the pride that comes from having done a great job keeps our people with us. We aim to represent the communities that we serve, embracing the richness of our people. We know that bringing together staff from diverse backgrounds and experiences helps us to get even better at serving our clients and communities.

Professional development opportunities

We aim to provide work-based education and training for employees that supports excellence in practice and career progression opportunities. Latrobe Community Health Service has a significant program of in-house training and development courses. A number of options are available to staff wishing to undertake additional studies.

These include:

- Work-related study leave
- CEO research scholarship
- Payment for work-related business conferences and seminars.

Health and safety

Health and safety is important to us. We work to provide a safe environment for our people and clients.

Our healthy workplace program provides tips and advice for team members and their families to improve their mental and physical wellbeing.

All staff have access to the Latrobe Community Health Service employee assistance program, which provides confidential counselling opportunities for work and non-work related matters.

We also provide other workplace health initiatives such as a quit smoking program and an annual flu vaccination program.

Health insurance discount

Latrobe Health Services offers a 10% discount on selected products to all Latrobe Community Health Service staff.

Medibank offers a 5% discount on selected Medibank products to all Latrobe Community Health Service staff.



Novated leasing

A novated lease is a three-way agreement between Latrobe Community Health Service, an employee and a financier, whereby Latrobe Community Health Service leases a car on behalf of the employee.

A car is leased in your name and running costs such as fuel, insurance and maintenance are all included in a single lease repayment, paid for using a combination of your pre and post-tax salary. This means you could reduce your taxable income and pay less tax.

Superannuation salary sacrifice

Staff can salary sacrifice part of their salary as superannuation. The deduction is made before tax and therefore has considerable benefits for those staff that wish to reduce their income tax and gain a significant future benefit.

Salary packaging

Latrobe Community Health Service is a charitable organisation.

This means staff can salary package up to a value of \$15,900 each year and enjoy significant tax benefits as a result.

When you salary package, money is deducted from your salary 'pre-tax'. You pay tax only on the remaining portion of your salary, not the salary packaged money.

The salary packaged money is then paid (tax free) each pay day to expenses nominated by you.

As a result of salary packaging, the income tax you pay is significantly reduced. The result is more money in your take-home pay.

The examples on the following page show the potential tax benefit.

Meal entertainment, venue hire and accommodation

The cost of a dine-in meal for two or more people (referred to as 'meal entertainment') can be salary packaged.

Similarly, holiday accommodation and venue hire (hotels, motels, apartments, wedding venue and caravan rental) can also be salary packaged. Staff can salary package up to \$2,650 of these costs, in addition to standard salary packaging.

Annual salary:

Latrobe Community Health Service versus other employers.

Advertised Latrobe Community Health Service salary (with packaging)	Equivalent salary in private or government role
Annual salary	Annual salary
\$150,000	\$161,859
\$100,000	\$109,770
\$90,000	\$99,770
\$80,000	\$89,770
\$75,000	\$84,770
\$70,000	\$79,770
\$65,000	\$74,771
\$60,000	\$69,039
\$55,000	\$63,008
\$50,000	\$56,978

Example: If you earn \$80,000 at Latrobe Community Health Service with salary packaging, it is equivalent to earning \$89,770 in a private or government role.

Get in touch

For more information, please contact our People, Learning & Culture team on 1800 242 696.

See the position descriptions at lchs.com.au/careers



CALL US

1800 242 696



LEARN MORE

lchs.com.au/careers

