

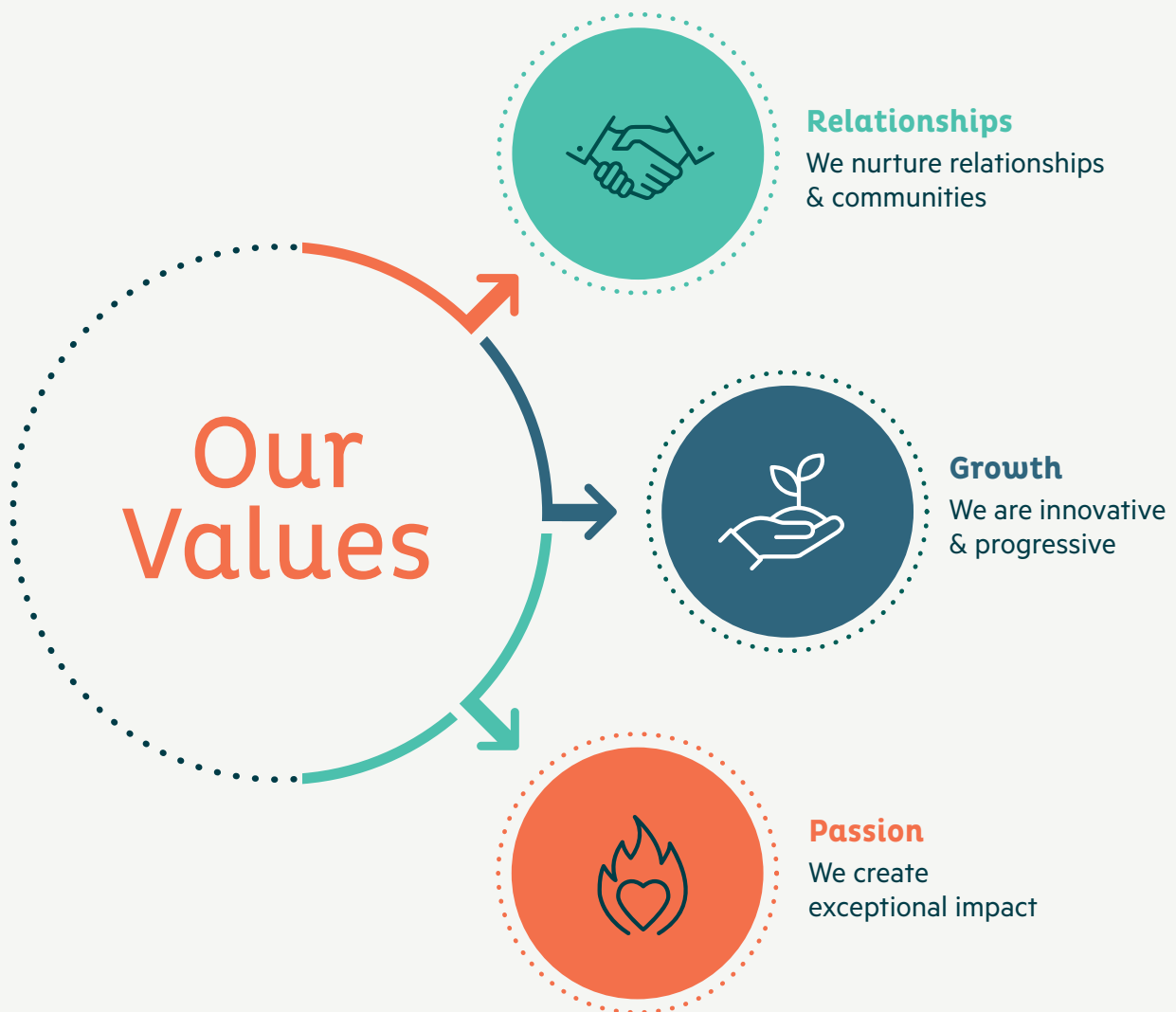
Whiddon Employee Benefits



Whiddon
Award-winning care

Our Culture

Our culture is built around the foundations of how we behave, how we lead and how we engage with each other. The best way to describe it is, the way we do things around here. It's the `Whiddon Way' and it connects our people to our purpose to `enrich peoples lives and make a real difference'.



Introduction

At Whiddon, we want to provide our people with benefits that will enhance their experience and provide them with things they actually want and will use.

At Whiddon, our benefits are centred around 'Five Pillars' – mind, body, financial, social and career. In today's workplace landscape, nurturing a thriving workforce extends beyond competitive salaries. Recognising this, we've crafted a comprehensive framework comprising five essential pillars of employee benefits. With a strategic blend of perks including flexible work arrangements, financial wellness initiatives, and a vibrant company culture, we're committed to supporting our people at every stage of their journey.

From innovative professional development to Whiddon perks such as movie vouchers, concert tickets and food vouchers – there is something for everyone.

Together, let's make Whiddon a great place to work!



Mind & Body

Embarking on a career journey with us means embracing a workplace culture that values your well-being and recognises life's pivotal moments.

Our comprehensive leave options are designed to support you every step of the way, but importantly, they are here to support you in mind and body.



Leave Options

Generous leave options, including:

- ✓ **Five weeks of annual leave**, empowering you to strike the perfect balance between work and life.
- ✓ **Access to long service leave after just five years**, a testament to our commitment to our enduring partnership.
- ✓ We understand the importance of family, which is why we proudly offer **grandparent's leave***, enabling you to cherish those precious moments with your grandchildren without sacrificing your professional responsibilities.
- ✓ **12 weeks of paid parental leave** (or 24 weeks at half pay) for the Primary carer, and **4 weeks for the secondary carer**, allowing you the opportunity to embrace the joys and responsibilities of parenthood confidently, knowing that your career and family are both supported.
- ✓ Access up to **three days paid community service leave** each year.
- ✓ In times when we need it most, up to **four days paid compassionate leave**.

- ✓ Enjoy an **extra Public Holiday with Frank Whiddon Day** each year.
- ✓ **Fertility leave***. We understand that starting or expanding a family can be a deeply personal journey, often requiring time and emotional commitment; hence by mutual agreement, Whiddon may approve an employee access of up to five (5) days of paid Fertility leave (in a 12 month period) deducted from your Personal Leave balance, in the event that you require fertility treatment.



Employee Assistance

Receive 1:1 professional support through our Employee Assistance Program, simply by phoning 1800 818 728.

This could include personal or professional assistance, financial or career counselling, or to simply chat with a professional and qualified counsellor about something that might be worrying you.

*Note: Grandparent's leave and Fertility leave are deducted from Personal Leave.

Benefits listed are subject to change and are current for this version published in June 2025.



Work/life Balance

Reap the benefits of having a positive work/life balance.

- ✓ Options to work morning, afternoon or night shifts for frontline team members (dependant on business needs and roster availability).
- ✓ Options to work a hybrid working model for Support Services team members.
- ✓ For Support Services team members (where possible), enjoy the option to **work from anywhere** (temporarily), which could include the option to work from overseas – splitting your time between holidaying, visiting family and working.



Financial

Unlock a world of financial perks and benefits tailored just for you! With a range of financial benefits to support you in your day-to-day life, but also with longer term planning, our comprehensive employee benefits package includes something for everyone.

Embrace a workplace culture that values your financial well-being and rewards your dedication every step of the way.

Through our partners at **AccessPay**:



Salary Packaging

Salary packaging options, where you'll discover more money in your pocket and greater flexibility in managing your finances. Here's what it could look like for you:

- ✓ Up to \$611.53 tax free per fortnight to pay the mortgage, rent, school fees, etc.
- ✓ Up to \$101.92 tax free per fortnight to pay entertainment activities such as cafes, restaurants, holidays, venue hire and car parking.
- ✓ You can choose to have your salary packaging component paid directly, for example to your mortgage, or you can elect to have a salary packaging card which acts like a debit card.

Remote living options, including:

- ✓ **Remote Area Rent.** If you are renting a property you can salary package your rental costs as long as the lease agreement is in your name and you are 100% responsible for the cost.
- ✓ **Remote Area Mortgage Interest.** You can salary package the interest portion of your home loan repayments as long as it is the usual home you live in (primary residence).
- ✓ **Utilities such as electricity and gas.** If you are salary packaging Remote Area Rent or Remote Area Mortgage Interest, you may also claim utilities such as electricity and gas.
- ✓ **Remote Area Residential Property Purchase.** If you have purchased a property in a remote area as your primary residence, you may be able to salary package the cost of the property/land.
- ✓ **Remote Area Holiday Transport.** If you live in a remote location and are travelling for a holiday, you may be able to salary package your travel expenses to the nearest capital.

A novated car lease is one of the easiest and most cost-effective ways to buy and run a car. You get to drive the car of your dreams and combine the finance and running costs (fuel, insurance, rego, etc) into one simple payment each pay day.

Financial wellness program to support you in understanding what you could improve with your finances.



Scan the QR code for more on AccessPay

Personal car buying service. Access expert car buying advice and significant fleet discounts that are usually only available to businesses with the Personal Car Buying Service from Smartfleet.

Everyday rewards program. Cardholders who use the AccessPay mobile app offers thousands of dollars' worth of deals and discounts that can be used again and again, including savings on groceries and retail, dining, accommodation and cinema tickets.



We recommend obtaining individual financial advice before making a decision to salary package or enter into any other financial arrangements.



Relocation Assistance

To support our new or existing team members who are joining us from afar, packing up their life for a sea or tree change, we offer **relocation assistance** for eligible roles.



Cashing Out Leave

For part time and full time employees, you may be eligible to cash out up to two weeks of your Annual Leave. For more information, check out the Employee Leave Policy available on MyStaffroom.



Gift Giving

Our team members enjoy quarterly **gift giving**, including Cost of living voucher, ACE Day, Christmas gifting and other ad-hoc gifts from time to time.



Employee Referral Program

Get paid to refer our next Whiddon star! You'll receive a \$500 bonus for the referral of permanent positions and \$250 for casual positions. To refer a friend, simply visit our careers website, find the position and click 'Refer a friend'.



For permanent positions, \$100 will be paid at the time the offer is accepted. The remaining \$400 will be paid upon completion of 6 months of employment. Relevant income tax will be deducted as applicable. All referrals must be flagged through PageUp.





Blue Light Discount Card

Through our partners at **Blue Light Discount card**. Gain access to exclusive **retail benefits and perks** ensuring that your hard work is rewarded inside and outside of work. Sign up with **Blue Light Discount** card and start saving today.

How could this benefit you?

Woolworths Gift Voucher

Save 4% on your gift card purchase.

\$100 pay \$96 Save \$4

Over one year, this is a value of \$5,200 with a cost to you of \$4,992 and a total annual saving of \$208.



A Red Balloon experience

Enjoy 10% off a wild adventure or a dining experience. Minimum spend \$300 which means you are saving at least \$30 on your purchase.



Brooks Running Shoes

Save an exclusive 15% on full-price Brooks Running shoes and accessories.

More discounts from:

Samsung Products - Up to 25% off selected Samsung products. Access exclusive offers via the **Samsung partnership** store.

Asics - 10% off full priced items.

Hoka - 10% off podiatry endorsed footwear.

Lorna Jane - 20% off full priced activewear.

Contiki - up to 5% off tours.

Qatar Airways & Virgin Australia - up to 10% off economy fares.

Luxury Escapes - up to 6% on local and overseas hotels.

Signing up to Blue Light Discount Card

As an employee, signing up to Blue Light Discount Card is free and provides you with a 24 month membership. To sign up, visit www.bluelightdiscountcard and enter the Promo code **WHIDDON**.

Please **don't share the code** with anyone who is not an employee or volunteer of Whiddon.

Note that these examples are subject to change and are dependent on the benefits negotiated with a third party.



CommBank Workplace Banking

Through our partners at the Commonwealth Bank, our employees can access a range of financial benefits, ranging from Home Loans to Everyday Banking to Lifestyle Offers and Discounts. The best part – you don't need to bank with CommBank! Whether you are looking for financial services and products, or you want to reap the benefits of retail discounts – check out how you can save today. To access the CommBank Workplace Banking, scan the QR code and use the password **WHIDDON**. Please do not share this password or log in details.



Everyday Banking



Home Loans & Partnership Offers



Lifestyle Offers and Discounts



One-to-One Consultation



Scan the QR code to access Commbank

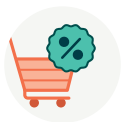
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Social

Our social benefits encompass a range of initiatives designed to foster a sense of community, belonging, and camaraderie within the workplace.

At Whiddon, we share a supportive and inclusive environment where employees can forge friendships, collaborate effectively, and enjoy shared experiences. Social benefits not only contribute to a vibrant workplace culture but also strengthen employee engagement.



Retail Discounts & Perks

Through our Whiddon Perks offering, employees can access social events or passes at various times throughout the year. These offers include a range of perks such as movie vouchers, restaurant vouchers, event tickets or household appliances.

This could include:

- ✓ A double pass to the cinema in metro and regional towns.
- ✓ Tickets to a special event. For example, a concert or a sporting event in metro and regional towns.
- ✓ Food vouchers for use in the local communities in which we operate.

You will hear more about this, when tickets are available, and how you can be in the running to pick up some tickets or vouchers.

Career

Tap into your potential at Whiddon through our comprehensive opportunities for growth and development. Be rewarded and recognised along the way for your achievements along your journey with us.

Check out how:



Reward and recognition

Recognise the growth, development and achievements of your co-workers through our **reward and recognition** program, Everyday Heroes.

Informal reward and recognition through our **Just in Time program** is an opportunity to recognise our team for the exceptional work they do, as they do it. This provides immediate feedback on performance, reinforcing positive behaviour and contributes to an internal culture of appreciation.



Board of Directors Awards

Celebrate the significant achievements of individuals at our annual **Board of Directors Gala** event.



Scholarships Program

Dive into our **Scholarship program** designed to support your educational journey.

Elevate your leadership skills at every level through our tailored leadership development programs.

Rees-Naughton Scholarship - This Scholarship program was created in memory of Bill and Gerald, former Whiddon Board members. Bill and Gerald were both passionate about seeing Whiddon's people succeed. This fund aims to provide access to development via cutting edge opportunities. Its goal is to support teams to elevate beyond the ordinary to become extraordinary.



Traineeships

If you're thinking about a career change or looking to complete a Certificate III or IV, we offer **Traineeships**. This means means you can complete your qualification while you are paid to work. An example would include working as an Assistant in Nursing, and completing your Certificate 3 in Individual Support (ageing).



MyLearning

MyLearning

Access thousands of learning modules on our **MyLearning** platform, empowering you to grow personally and professionally, at your own pace.



Recognising the long service of our employees, with monetary rewards for a broader range of **milestones**.

- ✓ 6 months - \$25 voucher at the successful completion of probation.
- ✓ 5 yr - \$100 voucher
- ✓ 10 yr - \$200 voucher
- ✓ 15 yr - \$250 voucher
- ✓ 20 yr - \$300 voucher
- ✓ 25+ yr - \$350 voucher

Note: Milestone vouchers will not be provided retrospectively.



Work from a range of **locations** across NSW and QLD with the option to transfer between homes if you are relocating.

This means relocating, but staying with Whiddon, maintaining things like your long service leave.



For our international workforce, access our **Visa Sponsorship Program** for eligible candidates via our approved standard sponsorship arrangements or either of our approved Labour Agreements.

Our international workforce may also benefit from Whiddon's Migrant Nurse Program which is a pilot educational program aimed at supporting our international nurses to transition to nursing in Australia.



Contact us

Thank you for choosing a career at Whiddon. We are proud of our team, our culture and our commitment to each other and those in our care.

Join us and experience a workplace where your needs are valued, and your aspirations are nurtured.

If you have questions about Whiddon's Employee and Volunteer benefits, please contact the People and Culture team via email on recruitment@whiddon.com.au

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