

# Employee Value Proposition



**The Royal Children's Hospital (RCH) Foundation's Employee Value Proposition (EVP) exemplifies our people-first, values-driven organisation, and reflects our commitment to a workplace culture where every individual can thrive and make a positive impact.**

## MISSION AND VALUES

- Opportunity to work for a **purpose-driven organisation** and **make a real impact**
- **Enhanced leave benefits** reflect our value of excellence, including:
  - **Paid parental leave** – up to 14 weeks for primary caregiver, and 10 weeks for non-primary caregiver
  - **Paid personal leave** – 12 days per year
  - **Paid volunteer leave** – two days per year

## FLEXIBILITY AND WELLBEING

- **Exceptional flexibility**, including **hybrid and part time working**
- **Two paid wellbeing leave days per year**
- **Floating public holiday policy** allows employees to celebrate their preferred holidays
- **Employee wellbeing offer** including Employee Assistance Program, wellbeing resource library and Wellbeing Champion at Executive Team level

## LEARNING AND DEVELOPMENT

- **Annual professional development budget and support for career progression**
- **Opportunity to learn** on-the-job, through others and via formal training
- **Study leave provision** – eight days per year

## REWARDED AND VALUED

- **Industry bench-marked remuneration**
- **Salary packaging** up to a maximum benefit of **\$15,900 per year**
- **Three additional gifted days of leave** between Christmas and New Year's Day every year
- **Reward and recognition offer**
- **13 weeks of long service leave** after ten years of service