

EMPLOYEE VALUE PROPOSITION



AUSTRALIAN
PHYSIOTHERAPY
COUNCIL



INTRODUCTION

- When you work for the Australian Physiotherapy Council (the Council) you may be entitled to the following benefits.
- This is not just a list of things we offer, this is a promise to our people about how they will feel working here.



EMPLOYEE VALUE PROPOSITION



Career

- Professional Development
- Internal promotions/ higher duties
- Secondments



Culture

- Awesome culture
- ESG & Reconciliation
- Communication
- Coffee, tea and food
- Employee Wellbeing Program



Benefits

- Hybrid happy!
- Convenient location & free parking
- Award winning offices



Compensation

- Income protection insurance
- Bonus
- Novated lease & salary packaging
- Gifted leave
- Christmas closedown

CULTURE

Our culture really is like no other, we are small enough to ensure we are true to our Values yet big enough to be commercial in our operation.

Communication

We communicate, communicate, communicate! We have regular Stand Up meetings, Town Halls and team building activities. If you need a hand with anything work-related, you'll be greeted with a 'Sure, how can I help....'

Awesome Culture

New employees are blown away but just how good our culture is. We also go on an annual staff retreat and have other fun activities throughout the year.

We have an annual Employee Engagement Survey where we listen and take action!

Coffee, tea and food

We've got you covered if you feel like a sneaky biscuit with your Nespresso coffee, our coffee machine is impressive! If you'd prefer a takeaway coffee, then you'll have a wide selection of cafes nearby. If you're a tea person, then at last count we had a selection of 12 teas, so I'm sure you'll find an old or new favourite.

We also get a fruit delivery and celebrate birthdays, with cake, every month.

CULTURE CONTINUED

Employee Wellbeing program

Psychology Melbourne assist us by providing confidential counselling when you, or any of your immediate family members need it.

Alternatively, if you prefer to see your own counsellor, then we can help with that too. Either way, you're entitled to 3 sessions per year, more if your immediate family members also need to speak to someone.

ESG and Reconciliation

We punch above our weight when it comes to our social responsibility. We have a motivated and steadfast ESG committee, and we are passionate about our Reconciliation Action Plan.



CAREER

Professional Development

We may be on the small side, but we have big plans for your career. We utilise various resources for our teams' development and source wherever the best training is. We don't only look vertical, we look horizontal as well – you may want to develop other skills so let's talk cross pollination. You leader and the HR Manager will collaborate to activate your career development, whichever way that may be.

Internal Promotions

We are a growing organisation and with it comes opportunities to work in different roles. If we identify a new position, or someone leaves, then we will look at our existing employees to fill the role before going down the external recruitment path.

We also benchmark our roles to ensure we're competitive.

Higher Duties/ Secondments

If there's a project that needs doing, or we need backfilling on some extra work then we will look at our existing employees and see who's interested, has the capacity, or is up for a challenge.

BENEFITS

Location & free parking

We are conveniently located in Hawthorn, right near Glenferrie Road, with onsite parking. If you take public transport, we are right near Glenferrie Station and along the number 16 & 75 Tram route.

Award winning offices

In May 2025 we moved to our new offices in Hawthorn. Anchored in the concept of 'The Village', our workplace is defined by connection, shared purpose and collective care. Our office space creates a community, where collaboration flourishes and people are supported to thrive.

In July we won Gold at the Melbourne Design Awards for Commercial Interior Design.

Hybrid Happy

Although our office is state of the art, we are only there for 3 days a week (60%) and we work from home the other days. Time in the office is prorated for part timers.

COMPENSATION

Annual Bonus

We value the contributions of our employees, and as part of recognising their efforts, they may be considered for a Board-approved bonus, typically paid at the end of the financial year.

Income protection insurance

We've got you covered! Peace of mind is priceless. If you are unable to work due to illness or injury, and you've exhausted your Personal Leave, then don't worry, the Council has Income Protection Insurance for each permanent staff member (subject to eligibility). This means your salary will continue until you are able to return to work.

Novated lease

We have novated lease and some salary packaging. We are always looking at ways to save you money. Speak to the General Manager – Corporate Services for further information.

COMPENSATION CONTINUED

Gifted leave

If you take 3 weeks (75%) of your annual leave in a calendar year, then you will be entitled to up to an additional 3 days (pro-rata for part year and part-time) of leave.

Christmas closedown

Each year the Council office closes for 2 weeks over the Christmas-New Year period. Employees are provided with paid leave for the period between Christmas & New Year, and you only need to use annual leave for the second week.

Above average

Our policies are on the generous side and are usually better than the Fair Work minimum terms and conditions, for example, our redundancy policy is a maximum of 16 weeks (for eligible employees), compared to Fair Work that reduces to 12 weeks for over 10 years of service.

CONCLUSION

These benefits are underpinned by our Values and our Enabled for Success strategic priority: to build internal capabilities and operational excellence to enable success.

Nimble and
Brave

Quick to
change
direction when
it's needed

Innovative
and Excellent

Thinking
differently to
achieve the
highest quality
outcomes

Exceptional
Partner

Compassionate
, relationship
driven, people-
focussed
organisation

Our Village

An
empowering,
fun and
collaborative
culture