

WORKING AT MIDCOAST COUNCIL

Employee benefits





WHO WE ARE

At MidCoast Council, we foster an inclusive and supportive culture where every team member is valued and empowered to succeed. We celebrate diversity and strive to create an environment where innovation and creativity thrive. Join us in a workplace where collaboration, respect, and integrity are at the core of everything we do.

EMPLOYEE BENEFITS

Leave

Your wellbeing is important to us. Therefore, we provide a range of options for you to get the balance right. Depending on your role you will have access to a range of generous leave provisions to promote positive health and wellbeing, including:

- Annual leave
- Flex leave
- Rostered days off
- Sick and carers leave
- Health and wellbeing leave
- Above award maternity leave entitlements
- Long service leave (6.5 weeks after 5 years of continuous service)
- Paid domestic and family violence leave

Flexible working

MidCoast Council is committed to providing flexible workplace practices to allow employees to meet the demands of both work and personal commitments and better balance of responsibilities.

As an employee you can discuss with your supervisor:

- Flexible work hours
- Part-time work
- Job sharing
- Hybrid working

Journey to work cover

Employees are covered for injuries sustained whilst traveling directly to and from home to work.



SALARY PACKAGING

Novated leasing

MidCoast Council has partnered with several employee benefit providers that offer novated leases and other salary packaging arrangements.

Benefits of a novated lease may include:

- Claiming a GST input tax credit
- Fleet pricing tax advantages
- Running costs are included
- Option of either a new or used vehicle

Superannuation

In addition to employer contributions, you can also have some of your salary paid into your super fund. This may have tax advantages and is a great way to boost your superannuation balance.

Employee Assistance Program (EAP)

Council's EAP provides employees with the tools to help manage wellbeing and the life and work issues that can impact it. Our EAP includes free confidential counselling and coaching with experienced counsellors and coaches.

Annual Flu Vaccine

To keep everyone healthy during flu season, we provide an annual flu vaccination program.

Professional Development

At MCC we are invested in curating a positive culture and see leadership as a key component of organisational culture. MidCoast Council runs an inhouse bespoke Leadership Empowerment and Development program for current and emerging leaders to develop and grow into authentic leaders.

Tertiary Education Assistance and Study leave

We provide financial support for employees to undertake formal study and study leave to attend exams.



OUR VALUES

Wellbeing: We value safety, security, health and happiness.

Integrity: We are open, honest, accountable and take pride in what we do.

Sustainability: We use efficiencies, innovation and cooperation to achieve sustainable results.

Respect: We work together respectfully, ensuring inclusion, equality and open communication.



OUR MISSION

Our mission is to deliver benefits for our community in a way that adds value and builds trust.

This Mission drives how we do things and keeps us focused on the community we serve. It also means that we are constantly searching for new ways to deliver more for our community.

OUR VISION

As an organisation we also have a Vision of how we will work together to achieve our Mission:

Our vision is to be a high performing organisation where we are always striving to be better. One where we work collaboratively and are trusted. Better every day.

ABOUT THE MIDCOAST REGION

The MidCoast is a diverse region and community with an exciting future.

With an area of over 10,000 square kilometres that extends from our coastline, west to the escarpment of the Great Dividing Range with numerous national parks and green spaces in between, the MidCoast is a jewel of the mid north coast of New South Wales.

It includes the Manning River Valley, the Wallis, Smiths and Myall Lakes systems, the northern foreshore of Port Stephens, the agricultural hinterland and the rugged, forested ranges of the Barrington Tops, Woko and Tapin Tops National Parks. In short, we have something for everyone!

The MidCoast is home to the Gathang speaking Aboriginal people, the Biripi and Worimi. We have a population of approximately 93,800 people living in around 40,000 households.

We are a region rich in cultural pride and connection to the landscape and we embrace the spirit of reconciliation.



At MidCoast Council we are committed to the growth of our employees and our region. Whether we're supporting you to grow your capabilities, advance your career, or be a stepping stone to your dream job - when you thrive, our region thrives.

If you want to make a positive impact on our community and join our team, check out our current job opportunities:

[Current vacancies - MidCoast Council \(nsw.gov.au\)](https://nsw.gov.au)