

# Therapy Team Member Benefits

We are committed to giving our team members the best. That's why we offer extra benefits designed to empower you to make the most out of life.




## Find Your Groove

Life is not just about work, so we help team members connect with like-minded people through working parties and regular funded social events.


- Annual gala event to celebrate the year in style. 
- Team members can use clinic gyms out of hours.
- We celebrate significant days for people of diverse cultural backgrounds, gender identities and sexualities, and host a peer-led LGBTQIA+ Ally Program.

## Ongoing Education

Grow with us! We offer generous Professional Development (PD):


- Open-ended budget for PD courses up to 3 days in length, and up to 4 days study leave annually for our full-time therapists (pro rata for part-time therapists).
- We host the most popular external PD courses in rehabilitation. Attendance for our therapy team is free! 
- Develop your skills within defined career pathways, working parties and leadership programs.

## Flexibility & Support

- Flexible work schedules so you can spend time with family when needed, or pursue your interests outside of work.
- 'Adventure leave' where team members can take extended leave without pay to travel or undertake other life pursuits.
- Supportive Team Leaders, up to 2 Wellbeing Leave days per year and an Employee Assistance Program.
- An additional Parental Payment equal to a 6-week extension of the Government's Parental Leave Pay scheme. This gives new parents a total of 24 weeks of paid parental leave. 

## Join In Giving

We believe giving is essential to being a global citizen.

- Team-based fundraising for various neurological and developmental charities such as StepTember.
- A Life Blood group who regularly donate blood together.
- Dedicated Teams channels for 'Gratitude' and 'Wins & Fist Pump Moments'. 

## Package Up Perks

- An Efficiency Commission Payment program which adds to your remuneration once client activity fills up around half of your time. 
- A company vehicle for full-time therapists which covers all costs for business and personal use.
- To keep work and play separate, we will provide a laptop and phone.

## Welcome Package

Our welcome package extends for 6 months and includes:

- Graduated, achievable therapy KPIs.
- Clinical Supervision – initially weekly then gradually transitioned to monthly.
- New Graduate program which lasts 12 months and includes 'The Nest' support.
- Peer support buddies. 