



Superannuation: 10% (Waltja is a non-smoking environment and offers this higher rate of Superannuation to non-smokers. Waltja pays the ATO standard 10% superannuation contribution for smokers.)

- 1. Travel: \$70/night for remote travel
- 4. Salary Sacrifice* option to increase your take-home pay
- 5. Annual Leave 4 weeks pro rata; Personal Leave 10 days pro rata; Compassionate Leave (for immediate family) 3 days paid leave, 3 weeks leave without pay; Ceremonial Leave up to 8 weeks leave without pay
- 6. Flexible work hours and time in lieu arrangements instead of overtime.
- 7. All digital/computer/phone equipment provided as needed, swag supplied.

** Salary Sacrifice is a benefit available to employees in the Community Services sector. It enables employees to reduce their taxable income, by having a proportion of their salary allocated to bills and basic living costs before tax is calculated.*

Under Legislation there is a capped limit on the amount you can salary package each fringe benefit tax year (1 April to 31 March). For employees who work for a Public Benevolent Institution the capped limit is \$15,899.90 (\$30,000 grossed up). There are a range of salary packaging options that apply and these should be discussed with Waltja finance team.