



The **benefits** of working with us





Join aged care's most **progressive** team

The Apollo Care Alliance is an innovative national organisation with a unique vision to strengthen not-for-profit aged care communities.

We are a new breed of aged care provider that has become one of the fastest growing in Australia. Our progressive operating model enhances staff efficiency and culture, quality and compliance, and most importantly, resident experience.

Our innovative model has been recognised internationally at the Asia-Pacific Eldercare Awards.



We use **innovation** to make aged care **better** for staff and residents



Better care

Our industry-leading technology and care systems empower you to enhance the wellbeing of residents.



Better pay

Our not-for-profit communities provide tax advantages that can increase your take home pay.



Better leadership

Work with experienced local managers who are supported by leading aged care experts.



Better opportunities

Progress your career through inspiring training, flexible pathways and visa sponsorships.



Better culture

Our award-winning culture program unites our team to put residents first.



Lifestyle and financial **benefits**

- ✓ **Salary packaging**
Up to \$15,900 of your salary could be tax-free to spend on living expenses, plus another \$2,650 to spend on meals and entertainment. ***On a \$50,000/year salary, this means an extra \$380.92 in your pocket each month!***
- ✓ **Better job satisfaction**
Enjoy the rewards of being part of a team that builds long-term connections with each other and residents.
- ✓ **Long-term job security**
Guaranteed, predictable income on full-time or part-time employment contracts.
- ✓ **Plan-ahead rostering system**
Know your shifts weeks in advance.
- ✓ **Advance your skills and pay levels**
Ongoing access to engaging best-practice training and development programs so you can continue to build your capabilities and career.
- ✓ **Refer. Earn. Repeat.**
Share job opportunities with your network through our referral program, Care Friends, and be rewarded with cash as your referral progresses through successful recruitment and key employment milestones. The more you refer, the more you earn!
- ✓ **Shift swapping**
You have flexibility to choose your long-term work hours to plan ahead for a better work/life balance.
- ✓ **Enjoy discounted health cover from Medibank**
As an Apollo Care employee, you can access benefits including a 9% ongoing corporate discount.
- ✓ **Up to 45 days paid leave a year**
You still get paid for shifts you don't work with annual leave (at 17.5% loading) and sick leave. You can also access compassionate, carer and DV leave. ***On a \$50,000/year salary, this means up to \$7,570 in paid leave a year!***
- ✓ **Personal wellbeing support**
Our Employee Assistance Program gives you free, confidential counselling, coaching and resources to support your emotional, financial and physical wellbeing.



“Our team has incredible support from Apollo Care so that we can provide quality care and build meaningful connections with residents.”

Gabrielle, Registered Nurse

Salary Packaging can increase your take-home pay every single month

Join our team as a Permanent Employee and you could be eligible for Salary Packaging. This means that up to \$18,550 of your annual salary could be tax-free if you meet the simple criteria!

How salary packaging works if you earn \$50,000 per year

Take-home pay **without** salary packaging
\$42,283

Take-home pay **with** salary packaging
\$46,854

Potential benefit per year
\$4,571



How does Salary Packaging work?

Salary Packaging allows you to pay for certain expenses before income tax is calculated - so you pay less tax and have more money to spend.

You can spend up to \$15,900 of your pre-tax salary on living expenses like:

- Paying your mortgage or rent
- Paying credit card bills or loan repayments
- Buying a car
- Your children's educational expenses
- Other everyday living expenses

You can also spend up to \$2,650 of your pre-tax salary on meals and entertainment

- Meals and drinks in restaurants or cafés
- Holiday accommodation and car hire
- Catering and venue hire

“For me, Salary Packaging is like getting a pay rise of over \$4,500 a year! Now, I'll be able to pay off my car loan faster.”

Nancy, Personal Care Worker



To find out about more career opportunities, salary packaging and other benefits of joining our team, email jobs@apollocare.com.au

