



## About Australian Reinsurance Pool Corporation

# Summary of conditions of service for ARPC staff

## Remuneration

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- Competitive salary arrangements
- Superannuation contribution of 15.4%, effective as of 1 Jan 2012
- Broadbanding available between ARPC 1-4 and ARPC 5-6 levels based on performance appraisal outcomes and work availability
- Access to flexible remuneration packaging

## Leave

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- 20 days annual leave per year accrued monthly for ongoing employees
- Options to cash out leave or purchase additional leave
- Generous Christmas close down period from lunchtime on Christmas Eve
- 15 days personal/carers leave per year for ongoing employees
- 16 weeks paid maternity leave provisions
- 16 weeks paid adoption leave
- 10 days paid parental leave during or immediately after the birth of the child
- 5 days paid foster care leave
- Defence Reserve and community service leave is available
- Broad miscellaneous leave category to enhance flexibility

## Allowances

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- Higher duty allowance
- Travel allowance
- First aid allowance



- Motor vehicle allowance
- Five and ten year service reward

## Health, wellbeing and work life balance

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- \$600 per annum lifestyle contribution (for non-SES staff)
- Access to a free, confidential counselling service (employee assistance program)

## Professional development

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- Established performance management system and career development system
- Generous study assistance arrangements for part time study
- Access to an extensive range of Treasury and external training courses