

The Best of Both Worlds

Our Employee Value Proposition





Statement of Recognition

We acknowledge and pay respect to the Darug and Gundungarra people who are the traditional owners in which Penrith Local Government Area is situated. We also pay our respect to elders past, present and emerging, and to the First Nations people living in our community today.

Help us shape the future of Penrith.

Penrith is well on its way to becoming a vibrant, world-class City thanks to a growing population, quality amenities and great transport connections, including the new Western Sydney International Airport and Sydney Metro.

There has never been a better time to be part of Penrith as we experience transformational change across our City. With a diverse range of opportunities for employment, leisure and lifestyle, we continue to be a City where people want to live, work and play.

Penrith City Council holds a strong vision for the future of our City and each day, our people strive to achieve the best outcomes for our organisation and our community.

We aim to attract and retain exceptional people thanks to an extensive range of rewards and benefits such as flexible working arrangements based off a 'what size fits you and us' rather than a 'one size fits all' philosophy, fitness and

wellbeing programs, considerable education and career development opportunities, and generous leave entitlements.

This booklet provides a great overview of what we offer at Council, our benefits and perks, and a unique insight into our culture and ways of working.

Having joined Penrith City Council more than 20 years ago, I can attest to the benefits of an organisation that prioritises a positive workplace culture built on meaningful work, open communication with its people, and core values.

Penrith is the place of the future, and it's in our nature to welcome new people and ideas to our City and our organisation. Thank you for considering a career with us and I hope you enjoy learning more about life at Penrith City Council.



Andrew Moore,
General Manager



Our EVP is built on a simple idea:
That at Penrith City Council, you don't
need to choose between your personal
and professional life.

Between doing work that **challenges**
you or getting the **support** you need.

Between working for a **growth**
organisation or making a real **impact**.

It's about having the **best of both**
worlds—and it's something we see in
action every day.





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2023 Population

220,908



2036 projection

276,609



Over

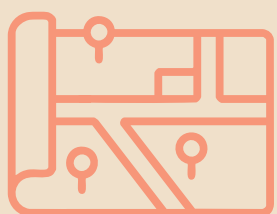
1,500

employees



15

Councillors



38

suburbs

3 electoral wards



4

aquatics and leisure venues



3



libraries



53

Council-run childcare services



42

community centres

164 car parks



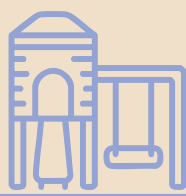
1,211kms

of roads



36

outdoor fitness equipment locations



146

playgrounds

274ha

of local bushland maintained



9

off leash dog parks



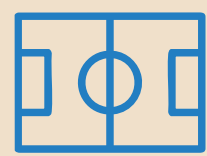
6

skate facilities



45,090m²

synthetic fields



149,051

calls received each month

54,900

annual customer requests

8,752

annual front counter interactions



By Rail

30 minutes to Parramatta

50 minutes to Sydney CBD



Closest city centre to the Western Sydney Airport.



Council Civic Centre

• Penrith



Main Works Depot

• Kingswood



St Marys Depot

• St Marys



Libraries

• Penrith

• St Clair

• St Marys



Childcare Centres

• Erskine Park

• St Clair

• Oxley Park

• Colyton

• St Marys

• South Penrith

• Glenmore Park

• Jamisontown

• Emu Plains

• Emu Heights

• Penrith

• Cranebrook

• Cambridge Park

• Werrington

• Werrington Downs

• Kingswood

• Orchard Hills

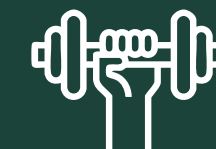
• Llandilo

• Regentville

Our commitment to supporting your wellbeing



Free and confidential access to our Employee Assistance Program, provided by Access EAP, for the times when you and your loved ones need professional support in areas such as mental health, financial coaching, quitting smoking and more.



Free gym and aquatics centre membership at Ripples – Penrith and St Marys, and access to significant discounts for fitness facilities across NSW via the Fitness Passport program to help with your personal health goals.



Free flu vaccination program delivered at onsite vaccination clinics or via your preferred health professional to help you feel your best during the winter months.



Two Health and Wellbeing days per year – no questions asked – for you to take time in whatever way is meaningful for you.



Mental Health First Aiders for the times when you need a network of support to help point you in the right direction or simply just a listening ear.



Free and confidential Manager Hotline (for People Leaders) via Access EAP providing external support when you need a safe space to talk things out.



Internal health and wellbeing seminars and expos to help you find the support you may need.

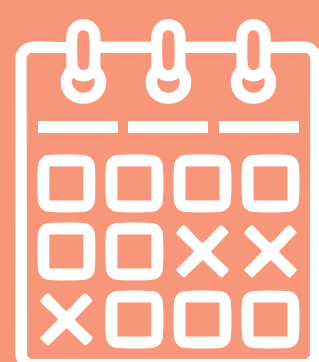


Organisational focus on our work health and safety culture including an active Work Health and Safety Committee and employee representatives to make sure every employee returns home safe.

A range of flexible work conditions in line with the operational needs of your role, team and customers and your needs because we don't believe in one-size-fits-all, including:

- work from one of our Council office spaces
- work from home or remotely
- part-time and job share opportunities
- phased in retirement
- rostered day off arrangements
- compressed working weeks
- flex-time, allowing you to work your contracted hours in a flexible arrangement to balance your personal needs, as well as accrual of additional hours to have time off when you need it





When you need time off, we offer generous above-award leave provisions to cover you for all the stages of life, including:

- 4 weeks of Annual Leave per year to relax, refresh and have fun!
- 3 days Community Volunteer Leave per year to contribute your time to a charity, school or emergency services provider, give blood or give back to our community.
- 3 extra days of leave between Christmas and New Year's Day to give you a well-deserved break.
- 15 days paid Personal Leave per year to use when you are unwell or when a family member needs care.
- Up to 18 weeks paid Parental Leave (in addition to government entitlements) which can be taken in a variety of ways.
- 4 weeks of Concurrent Parental Leave for the supporting parent to take following the birth of their child or placement (in the case of adoption).
- Up to 18 weeks paid Adoption Leave.
- 2 days Grandparents Leave which can be used in the first 6 weeks of the birth or placement (in the case of adoption) of your new family member.
- 10 days paid Domestic Violence Leave.
- NAIDOC Day Leave for our First Nations employees to participate in cultural celebrations.
- Early access to Long Service Leave accruals at 5 years of service.

**Some leave provisions may be pro-rata for part-time employees.*



Our commitment to making sure that you feel recognised and rewarded



A contemporary salary system including competitive salary packages and the Local Government annual salary increases, to make sure that you are suitably remunerated for the work that you do.



Access to a range of salary sacrifice options to provide you with the flexibility to 'package' your salary in a way that suits your individual needs and financial circumstances.



Be paid an additional amount when you are selected for an opportunity to act in a different role whilst you grow your skills and capabilities.



Access to free superannuation guidance, retirement planning and financial advice via Active Super to help you plan for your financial future.



Financial coaching via our Employee Assistance Program to provide you with confidential guidance and support in a trusted and safe setting.



Access to Accelerated Salary Progression because we know that each year in your role, you will continue to grow your skills, capabilities and performance. We will grow your salary alongside through options including automatic and annual salary progression over three years, then an opportunity to apply for further salary progression.



Engage in our performance review program that provides an opportunity for you and your People Leader to set performance development goals and to grow your skills and capabilities.



Access to our internal employee recognition program, 'Penrith Praise', to help you feel valued and recognised by your leaders and peers.



Have your service recognised at the extraordinary milestones of 20 and 25 years because we love celebrating these important milestones with you.



Challenging and exciting projects and programs of work, providing opportunities for you to contribute to the growth and future of our City.



Innovative systems and technology to help you work where you need, when you need.



Opportunities to collaborate and connect with your colleagues from across our business, helping to build your networks and work towards our one team vision.



Work with colleagues and leaders who encourage you to ask questions, try new things and move our business into the future, because we know our people value being empowered in their roles.



Open and accessible collaboration spaces where you can connect with your colleagues in fit-for-design workspaces and breakout spaces.



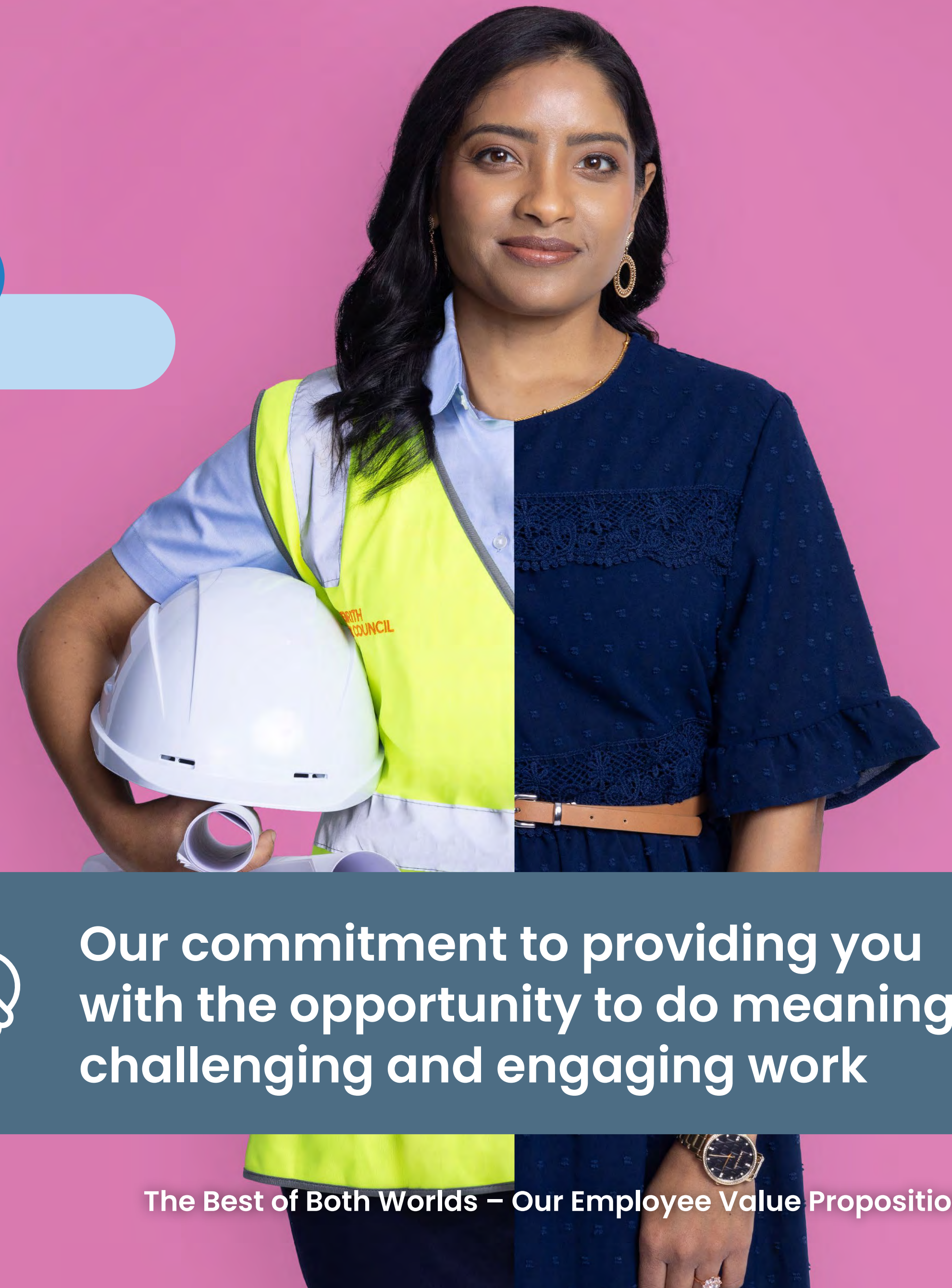
Achievable targets and goals, with a support system of colleagues and leaders to help you do the best you can, every day.



An organisational Customer Promise to support every employee in providing a high-quality service and experience to our most important customers, the Penrith community.



Internal Business Improvement team dedicated to helping our organisation capture and improve business processes and procedures to help our people do what they need to do, in the most efficient way possible.



Our commitment to providing you with the opportunity to do meaningful, challenging and engaging work



Our commitment to developing your career



Extensive Professional Development assistance for vocational and tertiary qualifications to help you better yourself and our business including:



50% upfront payment for tertiary qualifications (capped at scaled amounts dependent on qualification)



10 days paid study leave each year



Financial support and leave for employees identified as having legislated Continuing Professional Development (CPD) required for their position.



Internal careers website with opportunities to apply for internal-only roles.



A focus on contemporary learning and development opportunities led by our Organisational Development team including keynote speakers, behavioural profiles, in-house accredited programs and access to industry experts, because we are passionate about your growth.



Temporary secondment opportunities within Council so you can experience and learn something new in a range of different departments and teams.



Local government networking opportunities to connect you with the right people in your industry.



Access to a range of women's development programs and the Australian Local Government Women's Association events to foster growth, confidence, empowerment and gender-equality.



Custom built Capability Framework to help you create clear career pathways and targeted development journeys that are meaningful to you.



Be paid to take part in growth opportunities for a temporary period through our higher duties arrangements to grow your skill, capabilities and your career.



Access to the Louise Petchell Learning for Sustainability Scholarship, providing opportunities to help turn your sustainability ideas for our City into reality.



Internally developed and facilitated leadership development programs to grow your leadership skills and capabilities with people who know our business best.



A comprehensive eLearning Library to help you grow your knowledge and capabilities in a range of areas and at a pace that suits you.



Our commitment to your sense of belonging



A strong peer support culture because we know we are better together.



Work with People Leaders who foster a culture of belonging and support, and encourage team members to share their ideas and thoughts so you know you are supported each and every day.



A Gender Equity Committee who contribute to Council's efforts to drive and foster a diverse and inclusive organisation.



Weekly Staff Bulletin that helps our people to stay up-to-date with our achievements, latest happenings across our organisation and recent team projects.



Active employee Social Club and annual employee Christmas party because we believe having fun together is one of the best parts of our culture.



Dedicated breastfeeding rooms at our Civic Centre and Kingswood Depot to create an inviting and welcoming space for our people and their little ones.



Wellbeing and Prayer Room at our Civic Centre for those moments when you need a private space for reflection.



Towards Zero bullying and harassment workplace policy to ensure our people know how to recognise, respond to and refer for support when needed.



Commitment to being a Child Safe Organisation because we take the safety of our next generation seriously.



Internal employee recognition program, 'Penrith Praise', to celebrate the success of our people.



**Our commitment to being
an organisation that you
are proud to work for**



A one-team culture to help foster collaboration, cooperation and teamwork, helping us deliver the best for our community.



Clear community and strategic goals and outcomes to help our people understand how they are contributing to the bigger picture of Penrith.

Work for an award-winning organisation and know that you are truly part of a business who are proud of the work they do:



- Australian HR Awards 2021, 2022, 2023 and 2024 – Excellence Awardee
- UDIA NSW & Blacktown City Council Glennys James Council Innovator Leadership Awards for Excellence 2023 – Winner
- 2023 Sustainable Cities Awards for Sustainable Cities – Winner
- 2023 Sustainable Cities Awards for Circular Economy – Winner
- AILA 2023 Landscape Architecture Awards NSW for Small Projects – Winner
- 2023 PIA National Awards for Planning Excellence for Climate Change and Resilience – Winner
- 2023 Local Government Professionals Excellence Awards, People Workplace & Wellbeing for Capability Framework– Highly Commended
- 2022 Local Government Professionals Excellence Awards for Risk Management – Winner
- 2020 Local Government Professionals Excellence Awards, Excellence in People and Culture – Winner



Active and engaged Leadership Team to shape our way into the future.



Safety values reinforcing our safety culture and commitment to make sure that you go home safe to your loved ones every day.



Council values of Respect, Accountability and Innovation guide the work we do every day.



A commitment to our Customer Promise, helping our people to interact with our customers in a way that is proactive, simple and respectful.

For more
information, visit
penrith.city/careers

