

HammondCare Benefits

Allsorts of great stuff!



HammondCare Benefits – a great programme of benefits that is exclusive to HammondCare people.

It's a program that brings special benefits for all permanent staff.

Plus there's the added option of special benefits and discounts that HammondCare are able to source for staff on a range of products and services.

Available to permanent staff

Special lifestyle benefits that give you more opportunities for holidays and leave...

Purchased Additional Annual Leave (PAAL)

PAAL allows you to purchase either one or two week's additional annual leave per year. So you can now enjoy extra flexibility around your holidays.

Paid Parental Leave

14 weeks paid maternity leave and one week paid paternity leave for all eligible staff.

Grandparent leave

The ability for an employee to use up to one day per grandchild of their personal/carer's leave, to take a day off around the time of birth of the grandchild or shortly after.

Special tax-free benefits*

The special tax-free benefits HammondCare are able to extend to staff open the door for full-time and part-time staff paying income tax to reduce their taxable income and increase their take home pay for certain Holiday Accommodation/ Venue Hire & Meal Entertainment expenses.

Maximise the money you receive in your pocket by tapping into your pre-tax income to pay for certain expenses. Pay for such items as:

Holiday Accommodation / Venue Hire

- Hotels, Motels, apartments, B&B's, cruises
- Camping fees, caravan sites, houseboats
- Hire of a venue for a function
- Packaged holidays

Meal Entertainment

- Lunch with the family
- A romantic dinner
- Dinner out with friends
- Special events like weddings, Christenings & 21st birthday celebrations.

There are many great reasons to build a career with HammondCare, and one of them is our special Staff Benefits Programme, which offers you some excellent lifestyle options...

Also, there are some great staff discounts HammondCare are able to pass onto staff. Eg, discounts on computer products, travel insurance and health insurance.

Holiday Accommodation / Venue Hire

The Holiday Accommodation / Venue Hire benefit enables you to claim for certain holiday accommodation costs or venue hires by you or family members (in your household only) tax-free.

You pay for your holiday and then twice a year you can put in a claim for your holiday expenses (min \$500 total claim) to be taken out of your pre-tax pay. Cost is 1.65% of the claim (including GST).

Meal Entertainment Card

This benefit enables staff to pay for certain meal expenses tax-free. The ATO apply a few rules around accessing this benefit, so

- a) a substantial meal must be eaten (i.e. a proper dine-in meal – not a snack or take away. Breakfast, lunch or dinner is fine, provided it is a ‘meal’), and
- b) the meal is a social gathering of two or more friends, family or work colleagues.

You nominate how much of your pre-tax pay you want to place onto a Meal Entertainment card that you can then spend on dining out.

Like to know more?

The tax-free benefits will be managed for HammondCare staff by ‘Advantage Salary Packaging’. To access the benefits and to find out how they can work for you please contact Advantage directly by visiting www.salary.com.au, email hammond@salary.com.au, or call 1800 555 582.

For other great discounts that HammondCare have been able to source for you, please check out the current offers on the ‘HC Benefits discount list’ on the intranet. Great deals such as special staff discounts on computer products, travel insurance and health insurance.

When we secure new deals for staff we’ll add them to the list.

To check out all the details on the HammondCare Benefits Programme, please visit the People Services page on the HammondCare intranet and click on the ‘HammondCare Benefits’ tab, or ask your Manager for a copy of the employee brochure. For specific enquiries please email peopleservices@hammond.com.au and get on board!



Level 2, 447 Kent Street, Sydney NSW 2000
P +61 2 8280 8444 1300 426 666
www.hammond.com.au

Our passion is improving quality of life for people in need. Established in the 1930s, HammondCare today is an independent Christian charity specialising in dementia care, palliative care, rehabilitation, older persons’ mental health and other health and aged services. HammondCare has a particular commitment to dementia care and research as well as to people who are financially disadvantaged.

 **HammondCare**
An independent Christian charity