

BASScare Employee Benefits

About BASScare

Welcome to BASScare, a proudly independent, aged care, not for profit organisation. BASScare (Boroondara Aged Services Society) began in 1956 as Canterbury Citizens Welfare Committee. Today BASScare operates an integrated program of services including meals-on-wheels, residential care facilities, respite care and dementia specific services, home care – as well as planned activity groups at day centres, for older people who wish to remain active and engaged with their local communities.

Staff Benefits



Paid Education and professional development leave



Access to Staff Training and Development opportunities



Free Uniforms, Free On-Site Parking and Coffee Machine at all site



Paid Parental leave



Blood Donors Leave

Wellbeing Focus



Social Wellbeing – Quarterly Staff Events

All staff are invited to get together for a social event to just relax and catch up with colleagues in an informal setting.



Rewards Hub Program

Through our Rewards Hub program staff have access to discounts, cash back offers (at major retailers), the wellbeing centre, birthday, work anniversaries and recognition celebrations.



Mental Health and Wellbeing

BASScare provides free and confidential 24/7 counselling services to all staff through our EAP partner D'Accord.



Monthly Reward and Recognition Program

We recognise great performance and service milestones. Staff are nominated for exceptional performance and are rewarded with a gift certificate. Staff who reach service milestones receive a gift certificate and a gift card as a token of our appreciation.

Salary Packaging in the Not for Profit (NFP) Sector

What is Salary Packaging?

You can use some of your salary to pay for everyday expenses before income tax is calculated, meaning you pay less tax and have more money to spend! The maximum for employees of NFP organisations is \$15,900 for everyday expenses and \$2,655 for meals and entertainment. We are in partnership with Access Pay, they will set up your account and assist you with further details regarding the benefits of Salary Packaging (should you choose to participate). Head to their webpage for further information.

A closer look at your potential savings

If, for example, you work 4 shifts per week at 7.6 hours per shift at a base rate of \$25.2 per hour you would have a gross income of \$39,836 per year.

By using the Access Pay salary packaging calculator your take home pay would be without salary packaging: \$34,928

By using the Access Pay salary packaging calculator your take home pay would be with salary packaging: \$39,250

So, the potential benefit per year is \$4,321

(To achieve the same benefit without salary packaging you would need a gross salary of \$45,306)

This calculator is for general use only and should not be used, relied on or treated as a substitute for specific professional advice relating to personal circumstances. Before you go ahead with Salary Packaging, you should request a personal quote, based on the terms of your specific circumstances from Access Pay.

Our Organisation Culture

Don't take our word for it – this is what our staff are saying about working for BASScare

"The joy of working with BASScare starts with a warm cup of coffee! A safe, spotless and welcoming environment. In my 16 years of nursing career from hospitals to aged care, BASScare is definitely second to none!"

"I feel very fortunate and honoured to have joined BASScare and I am loving working here. The management is super supportive"

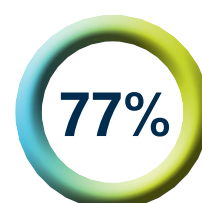
"I've only been working for BASScare for just under a year and I already feel a great connection to people, residents and purpose BASScare strives to cultivate. I know my team and BASScare will support me every step of the way"

Our Staff Satisfaction Survey results for 2021 and 2022 are also testament to our culture:



2021

of staff are truly satisfied working at BASScare
– this compares to a **70%** sector average



2022

This is what our clients, residents and families are saying about the staff at BASScare:

"I hope you both know already how much I appreciated all that you have done for my loved ones. The centre has such a joyous feel to it."

"Thank you for all your kindness and patience in caring for our much loved parents. Your care is so much appreciated"

"I wish to pass on to staff my gratitude for taking such good care of residents, especially my husband. Thank you"

"We are very grateful for the genuine care you give to my parents. We are thankful for your skill, thoughtfulness and dedication"

"Mum continually says she is very happy with the staff, and very lucky to be where she is"

"Thanks for the tireless work in difficult circumstances, it is much appreciated by the residents and their representatives"