

## RSL LifeCare Recruitment Drive Incentives

August 2021

APPROVED – 04.08.2021

AMENDED – 07.10.2021

### Sign on Bonus:

Employees who commence employment at RSL LifeCare from 15.06.2021 to 15.01.2022 are eligible for a cash bonus of up to \$1,000 (less income tax) (**Sign-on Bonus**). The Sign-on Bonus will be split into two payments of \$500 (less income tax). The first payment of 50% of the Sign-on Bonus will be paid to eligible employee(s) in their first month of employment. The second 50% of the Sign-on Bonus payment will be paid to the new Employee in the first fortnightly payment after completion of the Employee's 6-month probation.

The Sign-on Bonus applies to all new Employees except for the following categories of employment:

- Part-time – under 3 days per week 15 hours (5 hours per day shift)
- Casuals
- Fixed term contract

### Sign-on Bonus Terms and Conditions:

1. The Sign-on Bonus:

- applies to RSL LifeCare employees who start their employment between 15.06.2021 and 15.01.2022;
- will be split into two payments of \$500 (minus income tax) payable in the first pay run on commencement and then on successful completion of 6 months' probation;
- does not apply to roles which are part time (under 3 days per week or 15 hours (5 hrs per day shifts), casual or fixed term contracts.
- will not form part of an employee's total remuneration package as it is a discretionary bonus.

2. The Sign-on Bonus scheme is a discretionary bonus scheme and may be withdrawn at any time.

RSL LifeCare Sign on Bonus Terms and Conditions. For more details visit URL (TBC)

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### Referral Bonus:

A current employee of RSL LifeCare who refers a potential candidate to a role at RSL LifeCare and that candidate successfully secures a role at RSL LifeCare is eligible for a cash referral bonus of \$500 (less income tax) (**Referral Bonus**). The Referral Bonus will be paid to the eligible employee in two instalments; \$250 in the referral first month of the referred employees employment and \$250 on completion of the referred employees six month probation.

### Referral Bonus Terms and Conditions:

1. The Referral Bonus applies to all referrals:

- made by current employees of RSL LifeCare;
- made from 15.08.2021 to 15.01.2022;
- that qualify for employment, complete an interview with People and Culture, complete compliance and commence a role with RSL LifeCare.
- for all roles other than part-time positions (under 3 days per week or 15 hours (5 hours per day shift));
- who are new candidates only, ie the candidate must not have previously applied for the role they are being referred for;

2. The Referral Bonus scheme operates at the discretion of RSL LifeCare and may be withdrawn at any time.
3. RSLLC staff member speaks with the referred person and asks them to apply to a role (application process contains necessary notifications for privacy) and both notify the Talent Acquisition Business Partner of the referral to get the bonus.
4. To refer a candidate to Talent Acquisition, employee must obtain the prior consent of the potential candidate prior to making the referral. If consent is given, the employee must email [humanresources@rsllifecare.org.au](mailto:humanresources@rsllifecare.org.au) and provide the below details:
  - Employee full name
  - Employee payroll number
  - Referral full name
  - Referral phone number
  - Role position

RSL LifeCare Referral Bonus Terms and Conditions. For more details visit URL (TBC)

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## Earn and Learn:

Individuals who successfully apply for a care worker role at a RSL Lifecare's Residential Aged Care Facility in the Southern Region being Tura Beach, Merimbula and Eden (Bega Valley) from 07.08.2021 to 16.12.2021 are eligible for the RSL LifeCare Earn and Learn Incentive program. Through a partnership between RSL LifeCare and South Coast Careers College, the following certifications can be undertaken without any cost to the employee including: Certificate III Individual Support, Certificate IV in Ageing Support, Certificate IV in Disability, Certificate III in Hospitality, Certificate in Food Safety and Barista, Diploma of Nursing and Leisure & Lifestyle short courses.

## Earn and Learn Terms Incentive Program Terms and Conditions:

1. The Earn and Learn Incentive Program is available:
  - to Employees who have commenced or will commence their employment from 16.06.2021 to 16.12.2021;
  - at no cost to the Employee;
  - outside of the Employee's working hours;
2. RSLLC will not cover the cost of any uniforms and equipment required for a course covered by the Earn and Learn Incentive program.
4. Refunds of course will be sought from Employees who enter the Earn and Learn Incentive Program but:
  - do not complete a course
  - fail a course more than [3 times]
  - leave employment with RSL LifeCare within [6 months] of completion of a course.
3. The Earn and Learn Incentive program is subject to availability and is operated at the discretion of RSL LifeCare and South Coast Careers Colleges and may be withdrawn at any time.

RSL LifeCare Earn and Learn Program Terms and Conditions. For more details visit <https://rsllifecare.org.au/careers/earnlearn>.

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