

# Employee Benefits



Epworth provides a range of benefits to support you to be your best and manage your work-life balance.

## Salary packaging

As a not for profit organisation, the Australian Tax Office currently provides favourable tax treatment, enabling Epworth employees to salary package certain personal expenses without incurring a FBT liability. This tax free amount is currently \$15,900 p.a. Epworth is one of the few private hospitals in Australia that, has approval to provide a higher salary packaging benefit.

Additionally, you are able to salary package meal entertainment/accommodation expenses, up to a maximum of \$2,650 pa. These benefits represent significant tax savings for you.

## My Benefits Program

From June 2021, Epworth partnered with eonX, to give you access to hundreds of discounts including groceries, petrol, insurance, home and garden, dining, travel and entertainment. The program is free for both permanent and casual Epworth employees and their immediate families.

## Discounted hospital fees

Admission in to Epworth Emergency and discounted hospital fees for employees and partners.

## Novated Leasing

Drive the car you love for less by salary packaging it! Whether it's a new car, used car or even your current car, you could save thousands. More than 48,000 people are already enjoying the benefit of salary packaging a car with Smartleasing. So, what are you waiting for? Check out how it all works and how much you could save today. **e-Bike leasing** – Through e-stralian, you are now able to lease an e-bike and enjoy the benefits of salary packaging. Check out how it works and ATO eligibility requirements.

## Health Insurance

Health Insurance – Epworth has partnered with **BUPA** to provide our employees with an 7% corporate discount on health insurance premiums. Epworth employees and their immediate families are able to access Epworth Healthcare benefits including waiving of the Emergency Department access fee, reduced EMI fees, and assistance with in-patient gap fees up to \$400 at any Epworth hospitals.

## Health & Fitness

Health & Fitness – Epworth has partnered with **Fitness Passport** to provide low cost and highly portable fitness centre memberships to hundreds of participating fitness centres within Victoria and nationally.

## Car Parking

Permanent Epworth employees are able to salary package their on-site parking using pre-tax salary deductions, making car parking significantly more cost effective.

## Purchased Leave

To promote work/life balance, our permanent employees are able to purchase up to 4 weeks additional annual leave, subject to approval.

## Employee Assistance Program (EAP)

Our Employee Assistance Program (EAP), Converge, offers confidential, free conversations and counselling services for Epworth staff and doctors and their immediate families. Other services they offer include group debrief sessions, family, career, conflict, career and money assist.

## Commuter Club

Epworth has a Commuter Club, which entitles you to a 10 per cent discount on the 365 day Myki day pass (yearly ticket), and the amount can come out of your pay fortnightly for 12 months.

