



APRA

APRA Advantage

Benefits information for
prospective employees



APRA

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- ✧ Staff training and development
- ✧ Overseas secondments
- ✧ Rotations
- ✧ Study support
- ✧ Professional membership fees
- ✧ Unlimited personal leave
- ✧ Parental Leave
- ✧ Dependent care service
- ✧ Flexible working arrangements
- ✧ APRA funded social events
- ✧ Annual flu vaccination
- ✧ Employee assistance program
- ✧ APRA supported team sports
- ✧ Corporate gym membership
- ✧ Health insurance
- ✧ Health assessments
- ✧ Salary packaging
- ✧ Discounted HP equipment
- ✧ Travel pass scheme
- ✧ Small rewards



Staff development

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Staff development

Comprehensive staff training and development

APRA provides a comprehensive internal and external training program to staff at all levels. APRA is benchmarked at the top end of organisations that devote resources to staff development.

Also provided are non-work related seminars such as financial advice, wills and estates to assist staff at a personal level.

Overseas secondments and APRA rotations

Apart from its generous training program, APRA provides the opportunity for staff to go on overseas secondments to other regulatory authorities or large financial services institutions. It also provides staff with opportunities to rotate to other areas within APRA for their professional growth and development.

Generous study support

APRA has a generous studies support scheme for relevant, approved courses in the form of financial assistance and time off work. Appropriate approvals are required for all studies support applications. Highlights include:

Financial assistance

Up-front re-imbursment of the full amount of compulsory tuition costs (excluding lending or interest costs):

- HECS contributions;
- course fees;
- compulsory text books and any fees charged to cover school facilities and amenities; and
- up to 80 per cent of internet usage where internet access is a course requirement.

Time off work

For exam leave and other compulsory attendances; and for personal study within limits.

Professional membership fees

APRA reimburses membership fees to approved professional associations. APRA also supports professional and continuing development programs offered by these professional associations.



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Work and life balance

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Work and life balance

Unlimited personal leave

APRA provides unlimited personal leave to staff for personal illness or to care for an ill family member.

Parental Leave

APRA provides maternity and partner leave for the birth of a child. The details include:

Maternity leave

14 weeks full pay or 28 weeks half pay.

Annual leave at half pay.

Provision of part-time work on return.

Partner's leave

Two weeks full pay or four weeks half pay.

Dependent care information and resource service

Families At Work provides the Work|Life Links service for all employees. This includes:

- information on how dependent care services work;
- how to access the services and what you can expect when accessing these services; and
- support, information and guidance about family day care, centre-based child care, care for older relatives and more.

Flexible working arrangements

APRA offers staff a vast array of flexible working arrangements to help promote work + life balance.

APRA funded social events

APRA funds several events for staff each year to help promote a positive social environment. These include:

- mid-year parties (Sydney and interstate offices); and
- Christmas party subsidies and Social Club activities.



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Health and well-being

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Health and well-being

Annual flu vaccination program

Each year APRA organises a flu vaccination for staff to help protect against the influenza virus. The program is delivered by Optimal Health.

Employee assistance program

APRA provides free of charge professional and confidential counselling for APRA staff and their families through the OSA Group.

APRA supported team sports

APRA provides support for some corporate team sports.

Corporate gym membership

Staff can save money with the APRA corporate gym membership in which the joining fee is waived and there are annual savings on corporate discounts.

Health insurance

APRA staff have the opportunity to receive discounted health insurance through MBF's corporate membership. As a corporate member you have a dedicated Member Services team to look after your needs.

Health assessments

APRA offers the following personal health assessments:

- classic health assessment for all senior and mature age staff (over 50);
- lifestyle health assessment for staff aged 40-49;
- discount on health assessments for all other staff, if they prefer this option;
- healthy heart assessment for all other staff; and
- access for family members to discounted health assessments.



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Savings and discounts

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Savings and discounts

Salary packaging

You can structure your Total Remuneration Package to maximise the tax effectiveness of your pay. You may package superannuation; motor vehicles; work-related portable computers; printers, PDAs and software; mobile phones; and income protection insurance pre-tax thus reducing your PAYG tax.

Discounted Hewlett Packard equipment

Take advantage of a program of discounts offered by HP called the 'Employee Rewards Program'. The types of products that are discounted include:

- Compaq Presario and Pavilion desktop and notebook PCs;
- HP iPAQ pocket PC; and
- printers.

Travel pass scheme

ARRA will reimburse fares for a three-month (or more) travel pass for public transport, and allow staff to repay the amount over the term of the pass.

Small rewards

APRA offers small rewards to recognise special staff contributions (individual or by teams) and achievements. These small rewards can be in the form of RedBalloon Days vouchers, Coles/Myer vouchers or movie passes.