
NSW Health

Working at the NSW Ministry of Health

Employee benefits





Who we are

As the largest public health system in Australia, strengthening workplace culture and building positive staff engagement is an important priority for NSW Health.

The Ministry of Health supports the Secretary, the NSW Minister for Health and the Minister for Mental Health, Regional Youth and Women to perform their executive government and statutory functions.

The Ministry of Health aims to create a workplace of equal opportunity by empowering our employees and demonstrating inclusivity in all areas of the workplace.

An inclusive workplace supports workforce diversity, inclusion and wellbeing for each employee, unlocking their potential to innovate and shape the future of NSW Health for patients, our community and our workforce.

We are committed to providing employees with a wide range of benefits that enable them to fulfil their ambitions, both in their work and personal life.

This Handbook provides an overview of the full range of benefits available to Ministry of Health employees.

Core values

Collaboration



We work willingly and actively together to achieve goals and improve levels of service to NSW Health. It means seeking the input of others, both from within the Ministry and from external partners, while always considering the impact on our teams.

Respect



Is a state of mind, enabling colleagues to share ideas and communicate clearly. We strive to be approachable, actively listen and encourage others to contribute and speak up. This ensures others feel their contribution is valued, even when there are disagreements.

Openness



Is a reminder to treat others as we would like to be treated ourselves. It is important to be mindful of each other's capabilities, regardless of role or grade. We care about the different perspectives and backgrounds in our workplace, and are thoughtful of our impact on others.

Empowerment



Enables a sense of purpose in our work. It is achieved through taking responsibility for our performance and behaviour. We aim to create a positive environment in which people are encouraged to grow, develop and succeed.



Leave

Your wellbeing is of genuine importance to us. Therefore, we provide a range of flexible options for you to step away and recharge.

Ministry of Health provides eligible employees with a range of generous leave provisions to promote positive health and wellbeing, including:

- Recreation leave (annual leave)
- Flex leave
- Sick leave
- Study leave
- Family and community service leave
- Parental or adoption leave
- Extended leave (long service leave)
- Carers leave
- Paid domestic and family violence leave

Flexible working

The NSW Government is committed to increased flexibility across the NSW public service. Flexible workplace practices at the Ministry of Health allow all employees to meet the demands of both work and personal commitments and better balance responsibilities. We offer:

- Flexible work hours
- Part-time work
- Job sharing
- Hybrid working
- Accrual of flex leave

Salary packaging

Novated leasing

The Ministry of Health has entered into arrangements with two salary packaging providers for non-executive employees who are interested in salary packaging a vehicle using a novated lease.

Benefits of a novated lease:

- Fleet pricing tax advantages
- Claiming a GST input tax credit
- Running costs can be included
- Choose either a new or used vehicle

Superannuation

The Ministry of Health pays compulsory superannuation contributions in line with legislative requirements.

You can also enter an agreement with the Ministry of Health to have some of your salary or wages paid into your super fund instead of to you.

This may have tax advantages for you because the standard 15% tax on super could be less than the tax you would have paid if you had taken the money as salary.



Employee Assistance Program

The Employee Assistance Program (EAP) is available to you and your family. It provides independent, confidential, and professional support services for work related and general life issues.

Some of the services include:

- Health concerns
- Financial concerns
- Interpersonal conflict and tension
- Career issues
- Mental health concerns
- Personal crisis or trauma.

Annual flu vaccine

To keep everyone healthy during flu season, we provide an annual flu vaccination.

Fitness Passport

We have partnered with Fitness Passport to offer employees and your immediate family with access to more than 400 gyms, pools and recreational centres across NSW at a competitive rate.

Diversity Inclusion Belonging

As the largest public health system in Australia, building a workforce that represents the community it serves is vital in delivering inclusive and responsive services.

The Ministry of Health welcome applicants from diverse backgrounds and are committed to having a workforce that reflects the communities that we serve.

Read more on our [Diversity Inclusion Belonging](#) guide which acknowledges the elements of diversity and inclusion, the positives that come from individual differences and recognises the crucial role a sense of belonging plays in delivering an effective diverse and inclusive workplace.



Health and wellbeing at the Ministry

Health and Wellbeing at the Ministry recognises the diversity of our workforce and offers solutions to meet the differing needs and priorities of our staff. A feature of Health and Wellbeing at the Ministry are the 5 Ways of Wellbeing, five simple things we can do to build resilience and support positive physical, mental and emotional health and wellbeing. A collection of resources, initiatives, events and practical tips are offered to incorporate the 5 Ways of Wellbeing into life at work.

We invest in our staff

We don't want your career to stagnate, that's why we're putting the necessary systems and processes in place to enhance workforce mobility.

This will enable you to move within the Ministry of Health according to your interests, ambitions and capabilities as new opportunities become available.

- Temporary assignment and secondment opportunities
- Access to mentoring programs
- In-house capability development programs
- Accredited courses
- An active professional development plan
- On-the-job and off-the-job training program
- eLearning and online learning resources
- Job shadowing

All Ministry of Health employees have access to:

My Health Learning

My Health Learning is an online learning management system that offers a variety of online courses.

We also offer access to external programs, conferences and seminars to further your professional development.

Skill-up sessions

You will be invited to attend regular lunchtime webinar series open to all staff, to upskill in key areas to support your professional performance and development.

Study assistance

Ministry of Health staff can request to access study leave support in the form of leave to attend classes, exams and complete study requirements.

Linkedin Learning

The Ministry of Health offers LinkedIn Learning licenses, giving access to more than 8,000 high quality courses.

Plain English training

The Plain English workshops are designed to update your plain English writing skills and enable you to write complex and high-level material, including planning and structuring ministerial briefings and letters, and submissions.

StrengthsFinder initiative

StrengthsFinder will enable you to connect with your top five strengths and apply them in your role to maximise your job satisfaction and wellbeing.



The Young Professionals Network (YPN)

This provides opportunities for young employees from across the cluster to attend events, connect, share knowledge and build professional networks.

Young professionals are generally aged 35 or younger, however employees of any age are welcome to join in.

Women in Leadership

Our Women in Leadership online space offers our employees a place to connect, find resources and information, have discussions and get involved increasing the number of women in leadership roles.

Special Interest Groups

A wide range of special interest groups are available at the Ministry and the official NSW Health Yammer, including:

- 1RR Sustainability Committee
- Book Club
- 1RR LGBTIQ+ Network
- 1RR First Nations Network

1RR Social Club

1 Reserve Road (1RR) brings together 10 NSW Health agencies to work collaboratively on a range of programs and projects that provide world class health care.

The people of these agencies also come together to enjoy each other's company and celebrate success after work, through the 1RR Social Club.

The 1RR Social Club is an opportunity to join together with your colleagues from across the 1RR network in a social setting, and provides the opportunity for staff to interact with each other outside of work. The Social Club promotes building and sustaining professional and social relationships by hosting a range of functions including breakfasts, lunches, activity days and trivia nights.



Our staff work on a range of strategic projects and programs in collaboration with local health districts, specialty networks and other health organisations to deliver on the health priorities of the NSW Government.

To make a positive impact on community, get in touch jobs.health.nsw.gov.au/moh

