

Our benefits  
*Supporting you to empower lives*

**arriba** GROUP<sup>®</sup>

**rehab**  
MANAGEMENT  
putting people first

**aimbig**  
bigger than employment

**livebig**  
beyond allied health



This small book is  
is about a big part of  
the Arriba Group...

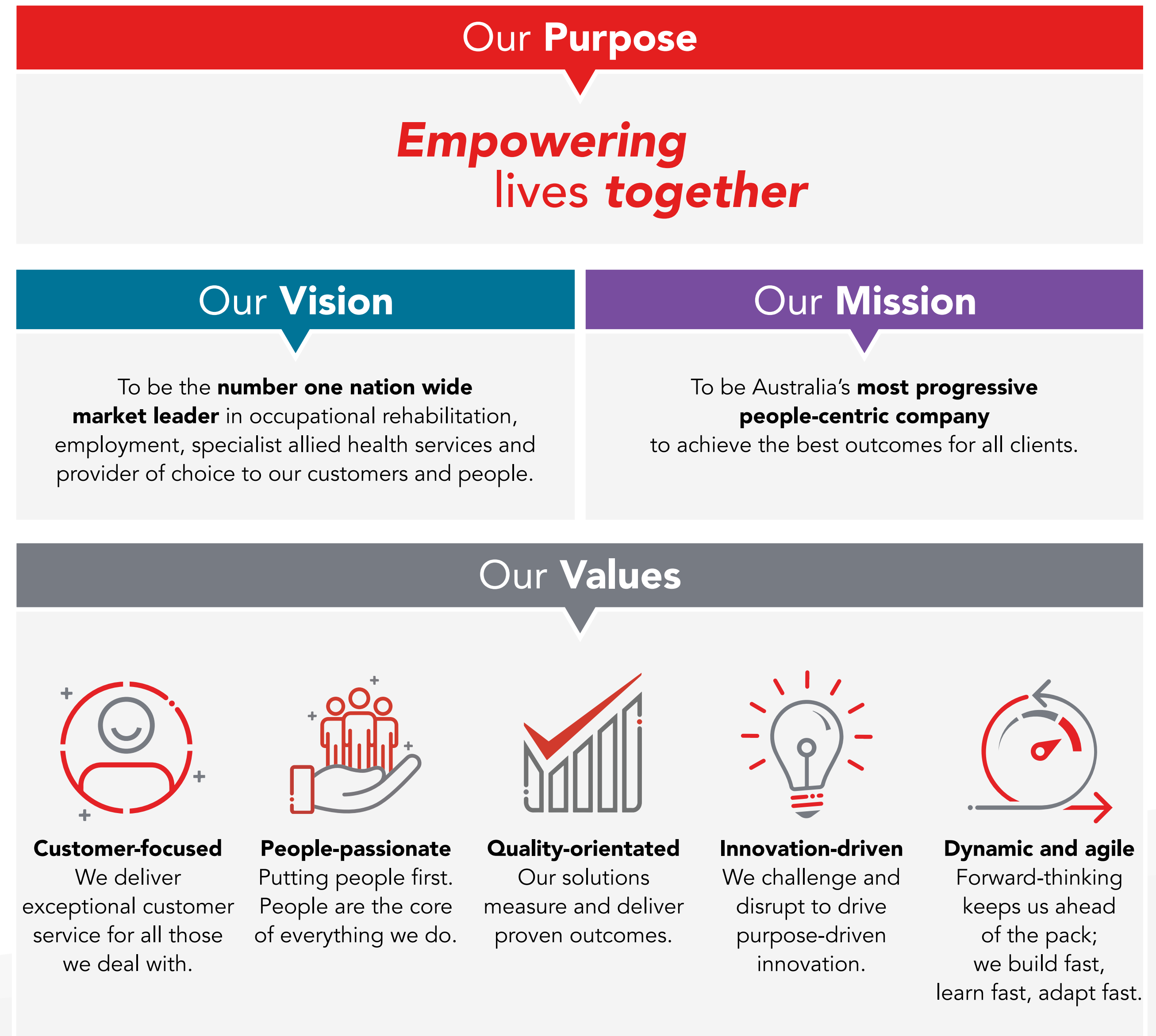
*you!*



# Our Values

We understand for you to be able to do the best job of empowering lives, you need to be supported and empowered. Our benefits are designed to support you at work with your career and life.

The following pages provide a summary of our current benefits to support your journey in empowering lives together.

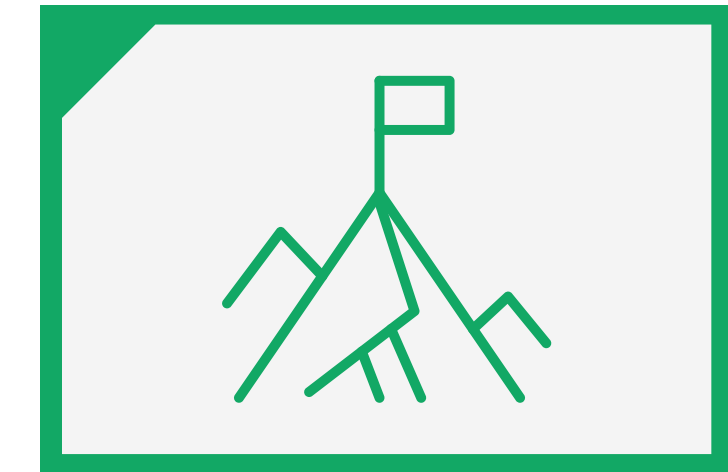


On the following page, you will find a summary of the benefits and perks we offer across finance, career, how we work, and community engagement.



### *Financial*

- ✓ Salary
- ✓ Salary benchmarking
- ✓ Humanforce Thrive (early access to your pay)
- ✓ Super salary sacrifice
- ✓ Novated leases
- ✓ Recruitment referral bonuses – support you to hire the best colleagues.
- ✓ Paid parental leave
- ✓ STI Plans for Service Delivery Teams
- ✓ Cover the cost of milage and tolls for LiveBig staff



### *Career*

- ✓ Study leave
- ✓ Inhouse training
- ✓ Annual professional development allowance
- ✓ Acting roles
- ✓ Succession and career planning
- ✓ The “Grad Academies”
- ✓ Formal two-way reviews
- ✓ Promote internally first
- ✓ Student placements

# *Your Perks*



## Work

- ✓ Flexible work where we can offer it / working from home or in the office\*
- ✓ Employee Assistance Program
- ✓ Work from any office for a week – while you can't just up and go – speak to your manager. We have over 150 offices in Australia, if it works for your team we would love to see you in another one

\* Dependant on business unit and external contract requirements.



## Benefits

- ✓ YouDays – a day a quarter to focus on health and wellbeing, family, friends or just you.
- ✓ Paws Leave – one extra day a year to look after your furry family member.
- ✓ Gracias Wellbeing Centre (Move, Munch, Money and Mind)
- ✓ Gracias discounts – saving and cashback across daily essentials (petrol/groceries) to treat holidays and splurges
- ✓ Peer-to-peer recognition through Gracias
- ✓ Work anniversaries celebrated through Gracias
- ✓ Annual and quarterly awards



## Community

- ✓ Community Days – one day to give back as a team or individually.
- ✓ ADF reservist leave
- ✓ Indigenous Participation Plan for AimBig Employment
- ✓ Member of the Diversity Council of Australia
- ✓ Member of the Client and Health Alliance (CAHA) – Australia's peak body on health and climate change
- ✓ National Indigenous Steering Committee (NISC) internal working group





“

The best thing about working in the Arriba Group is having the constant support when you need it. ”

Amanda, AimBig Employment



“

I love the flexible working conditions and never ending support. ”

Dinka, Rehab Management



“

My favourite thing is my team! They challenge me, they teach me new things and they make everyday just that little bit sunnier. ”

Zac, LiveBig

# Your feedback





“

The culture and the people are amazing, everyone is very supportive and helpful no matter who you talk to.”

James, Rehab Management



“

Our people are highly passionate, intelligent and open to new ideas.”

Paul, AimBig Employment



“

I love the flexibility to work however suits you best!”

Rachel, LiveBig



“

With so many fun, intelligent and hard working people – it's such a great place to work.”

Keara, Arriba Group

There is more to come as we continue our journey of  
***Empowering  
lives together***

And there are more benefits  
being developed for ***You!***