



Great
Southern
Bank

Benefits at Great Southern Bank



We're always working to 'Make it Great' - and that goes for our benefits too.

While you're helping us hit our goals, we want to empower you to hit yours. Our comprehensive benefits package is designed to support your mental, physical, financial, and social wellbeing, empowering you to thrive both personally and professionally.

We know that everyone has different priorities in life. That's why we've created this guide to the benefits offered by Great Southern Bank, so you can maximise them in a way that works best for you.

We've divided our range of benefits into four categories to show how you can take your career at Great Southern Bank and 'Make it Great'.



Choice

We understand that everyone's needs and priorities are different.

Choice allows you to select one of three curated options, giving you the flexibility to personalise your benefits in a way that works for you.

Want to invest in your development or extend your annual leave? We've got you covered. Looking to invest for the future? We've got that covered too.

And best of all, your Choice benefits renew every year, ensuring your benefits evolve along with you.



Opportunity unlocked

We help our customers build a better future for themselves and their families every single day.

But we also want to unlock opportunities for you, the people who make it happen.

Opportunity unlocked benefits are designed to help you create a brighter future.

From extra leave options to coaching and health screening, opportunity unlocked allows you to look forward and make plans with confidence.



Great culture, lived

Our people are the key to our success. That's why we've curated a package of benefits to support your physical and mental wellbeing.

Great Southern Bank's working culture is built on collaboration, inclusivity, and a shared commitment to excellence.

And healthy people are at the heart of it all.

Our great culture lived benefits support you and your wellbeing so that you can continue to thrive at work and at home, now and in the years to come.



Banking made great

Great Southern Bank is a force for good in the world, helping Australian families to achieve their financial goals and positively impacting our communities.

We extend this to our people with our banking made great benefits, which allow you to finance the things that matter most to you.

Whether it's salary sacrificing to buy a new car, enjoying discounts on a range of products, or taking parental leave to grow your family, we'll help make a career in banking great for you.

Choice

Simply select from one of three carefully-curated benefits options each year of your employment with Great Southern Bank.

Professional Development Contribution

An additional \$500 to invest in external learning opportunities. In addition to our comprehensive internal training programs, we empower you to unlock further opportunities for professional development.

Additional Leave

Three additional days of paid annual leave per year, bringing your total annual leave entitlement to 23 days. Looking to extend that overseas trip? Perhaps you need to support a family member? Or maybe you just want some extra time for yourself? If so, this benefit is for you.

Additional Company Superannuation Contribution

An extra \$500 each year to your nominated super fund, on top of your compulsory employer super contributions. It's never too early to start building a brighter financial future. An extra \$500 in your super might not seem life-changing now, but it can mean a lot more down the line.

“We genuinely care about the wellbeing of our employees. We don't just say that and put it on a poster on the wall - we actually live and breathe those values.”

- Cuc Tran, Platform Delivery Manager

Opportunity unlocked

Helping you unlock a brighter future.

Study Leave

Additional study and exam leave. Unlock greater career opportunities through external study and education programs.

Day for You

One extra day of paid leave each financial year. Sometimes we all need to just take a day. Whether it's catching up on sleep, going to the movies or simply relaxing, this one's just for you.

Cash Out or Purchased Leave

Cash out or purchase up to two weeks additional leave per year. Everyone's leave needs are different. Whether you want to cash out unused leave for a financial boost or purchase additional leave to extend your dream vacation, the choice is yours.

Wellbeing Coaching

Repurpose your four EAP sessions for personalised wellbeing coaching. Your wellbeing journey doesn't have to start when things get tough. You can choose instead to use your EAP sessions to access a team of trained experts to help you unlock your full potential.

Special health screening

Access one day of additional paid leave for preventative health screening. Take paid Special Health Screening Leave to schedule important preventative health measures such as pap smears, mammograms, and dental, skin, and prostate checks. This benefit allows lets you take care of your health without sacrificing your annual leave, promoting long-term wellness and peace of mind.

Team Member Referral Program

\$500 payment when you refer a successful applicant. Know someone who'd be a perfect fit at Great Southern Bank? We want to meet them! They'll get a great place to work and you'll get \$500 after they pass their probation.



Great culture, lived

Benefits that support you and your wellbeing so that you can thrive at work and at home, today and tomorrow.

Wellness Allowance

\$250 annual allowance to invest in your wellbeing.

Your mental and physical wellbeing is the foundation of a thriving career with us. Book a massage, join a gym or buy that pair of runners - choose whatever matters to you.

Nutritionist Coaching

One free coaching session with a qualified dietician from Assure Programs. If your diet was a bank account, then good food choices would be wise investments. Easier said than done. That's why we provide access to a qualified dietician with advice and resources to boost your energy levels and focus.

Free Annual Flu Shot

Free annual flu vaccine (available to all team members, including temps and contractors).

Boost your immunity and promote a safe and healthy environment for you, your colleagues and your family.

Wellbeing Centre from Rewards Gateway

An expertly-curated library of wellbeing resources accessible anywhere, anytime from any device.

Helping you to make realistic, sustainable lifestyle changes that have a positive impact on your mental, physical and financial wellbeing.

Employee Assistance Program from Assure Programs

Four confidential counselling support sessions for you and your immediate family. Our EAP provides a safe and confidential space to talk to an experienced psychologist about any issue impacting your wellbeing, inside or outside of work. Phone, video or face-to-face consultations are available to you and your loved ones 24/7. You also have the option to engage using the Wellbeing Gateway App which provides an in-app chat service and a range of tools, activities and resources.





Banking made great

Helping you to achieve your financial goals and positively impact your family and community.

Great Southern Bank Product Discounts

Discounts on a wide range of Great Southern Bank products and services for permanent team members.

From savings and transaction accounts to credit cards, insurance, home loans and more.

Great Southern Bank Rewards via Reward Gateway

Real discounts and savings from 300+ partner stores.

From groceries and fuel to travel, clothing, entertainment and more, take advantage of these exclusive offers and you could potentially save thousands each year.

Salary Sacrifice Superannuation

Save for the future by putting some of your pre-tax salary directly into your preferred super fund.

Our nominated super fund Australian Retirement Trust also offers free one-to-one meetings (over the phone or in person) to help personalise your investment choices, beneficiary nominations, insurance options, and more.

Changing Residence Leave

One day paid leave each year when you move house.

Moving house can be stressful. To help ease the burden, permanent employees can access an extra day's paid leave each year when changing residence.

The Frolleague Fund

Offering support to team members and their immediate families in times of unforeseen financial hardship. Life can be full of unexpected surprises, both good and bad. We're committed to supporting you through them all.

Volunteer Leave

Three days of paid volunteer leave per year. We're proud of the positive impact we have working with our community partners such as Mission Australia. We want you to feel all warm and fuzzy too, so we support you to take volunteer leave with one of our designated charities.

Paid Parental Leave

Additional paid parental leave for primary and non-primary carers. There's no bigger change in life than a new addition to the family. We're committed to creating and maintaining a work environment that supports parents on their journey. This includes paid parental leave to all permanent employees with 12 months continuous service. In addition to legislated government leave, primary carers at Great Southern Bank can access an additional 13 weeks of paid leave, plus superannuation payments for up to 26 weeks. Non-primary carers can access four weeks paid leave in addition to the government Paid Parental Leave scheme.

Just like our people,
our benefits aren't just 'good'.
In your hands, they're great.



Great
Southern
Bank

greatsouthernbank.com.au

Great Southern Bank, a business name of Credit Union Australia Ltd ABN 44 087 650 959 AFSL and Australian Credit Licence 238317. Terms, conditions and limits apply. For further information, including how to access, see our Benefits Guidelines. This is general information and does not take into account your objectives, financial situation or needs. Consider the appropriateness of the information and/or seek independent, professional tax advice before acting on it.