



# How we Align.

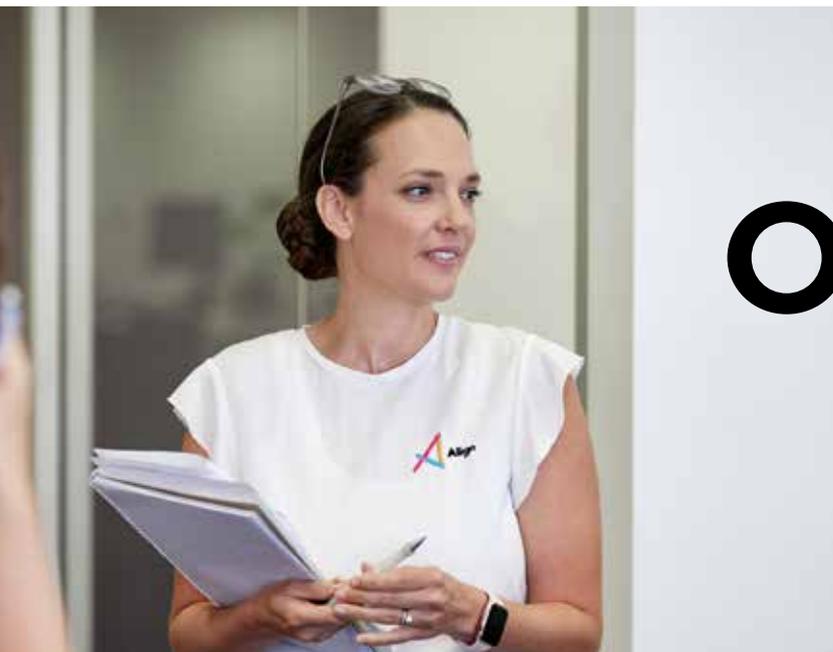
Our culture.  
Our difference.  
Our benefits.

## **INTRODUCING ALIGN**

Align Work Health is a multidisciplinary team of 20+ professionals here to help individual workers and entire workplaces enjoy better health.

We partner with employers to create the strategies they need to keep their people healthy and engaged through early prevention, workplace training, workers' compensation and more.

We're proud to be known for our commitment, care, and can-do attitude. Align is where work, life and health come together — and a great place to build your career.



# Our values

Our four values are more than words on a page. As a values-based organisation, they guide our actions and our behaviours.

This is how we work with people, make decisions, maintain our culture, and ultimately make a real difference.



## Build trust through credibility.

We bring unique skills that make our teamwork strong.  
We are curious over critical, always questioning assumptions.  
We have the courage to have honest conversations.

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## Provide genuine care.

We dig deep to connect personal goals with outcomes that benefit all.  
We do what we say and always follow through.  
We see the whole person.

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## Make a difference.

We work with purpose, and not to tick boxes.  
We ask the questions that bring about positive change.  
We measure what matters and communicate our impact.

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## Ask what's next.

We are proactive, so we don't sit back and wait.  
We pay attention to the detail, while also keeping our eyes on the big picture.  
We strive to improve our approach and expand our capability.



# Our difference

We are an award-based employer (Health Professionals and Support Services Award 2010) and we consistently pay and provide conditions that are above the award.

## Here's what we can promise:

- The satisfaction and enjoyment of being a valued team member
- A place to engage with like-minded colleagues
- Meaningful and challenging work with high levels of variety
- Generous support for your personal and professional growth
- Open and honest communications and consultation
- A workplace where your input is welcome and valued
- The flexibility that recognises the importance of family priorities and self-care
- A well-resourced, well-managed, professional and pleasant work environment

# Our benefits

Here's a little more detail about what you can look forward to:



## **A FAMILY AND LIFE-FRIENDLY WORKPLACE**

Staff are encouraged and supported to have a positive work-life balance. That might mean taking time to attend important events such as kids' school activities, exercise or self-care such as a massage.

## **FLEXIBLE WORK ARRANGEMENTS**

While contracted hours and workdays are determined based on business needs, we make every effort to accommodate reasonable requests. We consider all requests against client obligations while also ensuring we are not imposing on other team members – because we work as a team.

## **TRAINING AND DEVELOPMENT**

Continuous learning is part of our culture. You'll have a generous budget allocation and management support to develop both personally and professionally. You're also encouraged to share your learning with the team so we can all grow our collective knowledge.

## **PROFESSIONAL SUPPORT**

Our Professional Support System gives you the opportunity to have a regular catch-up with your supervisor to review your role and work. We want everyone to be supported to enjoy their work, achieve their goals and be the best they can be.

## **PERSONAL LEAVE**

Generally, personal leave can be taken without a medical certificate or formal evidence of a reason. At Align, we enjoy a culture of trust that we all do the right thing for each other and the business. We check in on your wellbeing, and we only ask for medical evidence concerning personal leave if more support is needed.

## **EMPLOYEE ASSISTANCE SERVICES**

While we encourage staff to approach their supervisor or a member of the leadership team if they are experiencing problems, we recognise that's not always the preferred option. After letting a member of the leadership team of your intention to get an authority to send accounts to Align, you can access a local provider of your choice for up to three EAP sessions every year.

## **IMMUNISATIONS**

We encourage staff to be immunised, which is why we pay for the annual flu shot and, when available, the COVID vaccine. Additionally, some worksites will require you to have specific immunisations to attend their workplace. These will be a part of the employment contract and will be paid for by Align.

# Our door is open.



We believe the best work is done with a good work-life balance, as well as constant support, training and an inclusive culture.

If you'd like to know more about working with us, we're always ready to talk.

Call 02 6023 4244 or email [careers@alignworkhealth.com.au](mailto:careers@alignworkhealth.com.au)

[alignworkhealth.com.au](http://alignworkhealth.com.au)



**Align**  
Work Health