

GENERAL CONDITIONS OF EMPLOYMENT

Appointment to positions at the Commission is through a competitive merit based selection process combined with a stringent security vetting process.

The Commission recruits employees pursuant to the *Corruption and Crime Commission Act 2003*. Employment is offered on a contract basis for a negotiated period up to five years, with eligibility for re-appointment at the conclusion of the term. If you are a Western Australian permanent public servant, and are appointed under section 179 of the *Corruption & Crime Commission Act 2003*, you will retain the rights and entitlements of a permanent officer.

Probation Period

The initial three (3) months of your employment contract will be a probationary period. Continuation of your employment beyond your probationary period is subject to an assessment by the Commission that you have performed satisfactorily during the probationary period. This assessment will take place prior to the expiry of the probationary period. The probationary period may be extended at the discretion of the Commissioner.

Interstate Candidates

If you are a successful candidate and your place of residence is outside Perth, Western Australia, the Commission may assist with relocation costs. This is strictly dependent on the role advertised and occurs on an exceptional basis. However, if you terminate your employment with the Commission, prior to the expiry of your contract, you may be required to reimburse a portion of your relocation costs.

Remuneration

The rates of pay are prescribed in the Corruption and Crime Commission Industrial Agreement 2010, unless advertised otherwise. Due to the nature of the work undertaken by some positions within the Commission, a composite remuneration package may be offered to employees selected for these positions. A composite remuneration package includes salary, allowances for overtime and other penalty rates.

The employer pays all employees on a fortnightly basis direct into a nominated account.

Superannuation

New employees will automatically become non-contributory members (i.e. no cost to you) of the GESB Superannuation Scheme administered by the Government Employees Superannuation Board (GESB). The Commission is required to currently pay 9% of the employee's cash salary to GESB. Employees also have the option of making additional personal contributions to this fund.

Salary Packaging

The Commission and the employee may agree to enter into a salary packaging arrangement. Salary packaging provides the option of the employee voluntarily sacrificing part of their cash salary towards for example, motor vehicle payments and personal superannuation contributions. Such arrangements must be in accordance with the State Government policy. The administrative arrangements for salary packaging are at the discretion of the Employer.

Leave Entitlements

The employee is entitled to a range of leave provisions including:

- Four weeks (4) paid annual leave per year which attracts a 17.5% salary loading
- Some Operational employees receive one weeks extra annual leave
- One (1) extra public service holiday per year
- Long service leave of thirteen (13) weeks on full pay after seven (7) years of continuous service
- On appointment, personal leave of 48.75 hours, on completion of 6 months continuous service 48.75 hours, and on the completion of 12 months continuous service 97.5 hours
- Two (2) days paid bereavement leave
- Paid Cultural/Ceremonial Leave, subject to agreement between employer and employees and where sufficient leave credits are available
- Commission Christmas Leave

Further Assistance and Advice

If you have any questions about the information provided in this package, please contact Human Resources by telephoning (08) 9215 4853.