



Employee Value Proposition (EVP)

The combination of rewards and benefits that current and prospective employees believe they will gain in return for making a commitment to work with the Insurance Commission.

REWARD

Secure employment tenure with public sector conditions of employment.

Salary progression linked to performance and competency criteria for core roles.

Free wellness program and on-site fitness facilities.

Peer recognition and reward program.

Corporate wardrobe with generous subsidies.

Remuneration levels determined having regard for public sector policy and insurance industry benchmarks.

OPPORTUNITY

Comprehensive corporate induction program and structured job training.

Advancement on merit.

100% subsidy for undertaking insurance studies and 80% subsidy for other programs.

80% subsidy for relevant professional memberships.

Opportunities to volunteer for cross organisational committees and project teams.

Access to internal and external opportunities for short term alternative placements.

Formal and informal mechanisms to offer improvement suggestions on any aspect of ICWA operations.

PEOPLE

Committed to the success of the Insurance Commission.

Believe they make a valuable contribution to the success of the Insurance Commission.

Formal Mentoring Program.

Collegiate and respectful working environment.

Strength of positive working relationships between employees.

High levels of employee retention and corporate knowledge.

Active Social Club.

WORK

Flexible working arrangements.

CBD location.

Strong commitment to a safe and healthy working environment.

Open communication including via regular 'All Staff' briefings by the Chief Executive.

Flexibly resourced to meet business priorities.

A broad range of work and professional disciplines.

ORGANISATION

Stable and financially prudent.

Substantial self funded Government Business Enterprise.

Makes a positive contribution to the community through the work we do.

Sponsorship of community programs relevant to our core business.

Significant contributor to the State's finances.