

Fact Sheet

Mercy Health, an “EOWA” Employer of Choice for Women

Mercy Health has again been recognised as a leader in driving change for a more equitable workplace, with the awarding of an Employer of Choice for Women citation for the second consecutive year.

Mercy Health is committed to valuing the diversity represented in our work force. As part of this commitment, Mercy Health offers a range of flexible work policies, practices and programs to all employees, to assist people to integrate and balance their careers with the demands of life.

These policies, programs and practices are briefly outlined below:

Flexible Working Arrangements:

- Part-time work and Job Share options
- Working from Home
- Casual shift options
- Flexible rostering

Leave Options:

- Purchased leave
- Paid parental leave (with the option to take leave at half pay)
- Personal and carers leave
- Long service leave
- Leave without pay, compassionate and bereavement leave
- Paid Study and Professional Development leave

Professional Development and Training:

- Graduate programs in nursing, midwifery, palliative care and psychiatric nursing
- Traineeships
- Management and leadership programs
- Mercy Health scholarships of up to \$5,000, offered annually across a range of specialities
- In-house training
- Mercy Health Training Institute (MHTI) is a Registered Training Organisation (RTO) operated by Mercy Health and offers a range of certified courses

Health and Well Being Benefits:

- Well Women’s Clinic through Mercy Hospital for Women is available to all Mercy Health staff, offering free services such as pap tests and breast health awareness
- Free flu vaccinations
- A self-referral Employee Assistance Program which provides free counselling and support to all employees, volunteers and their immediate family members, as well as access to local Diversity Contact Officers
- The Victorian Nurses Health Program - a free and confidential service for nurses

- Critical Incident Stress Management (CISM) debriefing
- Discounted health insurance
- Managers Hotline

Supports available to assist our people to balance work and caring responsibilities through different life stages:

- The Parents Network is sponsored by Mercy Health CEO John Ballard and was launched in June 2008. The program provides Mercy Health people on parental leave with access to an employee group who, like themselves, are absent from the workplace due to parental commitments. Employees in this group are invited to have lunch with the CEO on a quarterly basis. This provides an opportunity to share their experiences, socialise and to stay connected with each other and the workplace. While nannies care for the children, guest speakers provide practical information on various aspects of early parenting.
- Australian Breastfeeding Association (ABA) accredited facilities at Mercy Hospital for Women and Werribee Mercy Hospital
- Work/Life – All Ages/All Stages resource book is available to all employees
- API Childcare Referral Service is available to all employees free of charge
- Mentoring program for women returning to work from parental leave
- Keeping In Touch Program enables employees on extended leave to retain contact with the workplace
- Mercy Bank Program provides an option for employees on parental leave to work in a casual capacity without breaking their continuity of service to the organisation. During this time, employees continue to have access to extensive salary packaging options available to all Mercy Health employees
- Subsidised School Holiday Program operated by Camp Australia caters for children aged 5 to 12 years and is run from Our Lady of Mercy College in Heidelberg
- The Children at Work Policy provides employees with the option of bringing their children to work in emergency situations
- Discounts on a wide range of services provided by Mercy Home & Community Care for immediate family members

For photo opportunities, interviews and media requests please contact Porter Novelli Melbourne:

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