



*Registered Nurses*  
Employment  
Opportunities

PENINSULA VILLAGES



YOUR LIFE  
YOUR CHOICE  
OUR COMMUNITIES

# *Introduction*

## **PENINSULA VILLAGES IS A CHARITABLE, NOT-FOR- PROFIT AGED CARE FACILITY.**

**WE HAVE THREE RESIDENTIAL CARE FACILITIES ON OUR  
UMINA BEACH CAMPUS AS WELL AS INDEPENDENT  
LIVING VILLAGES/SENIORS HOUSING OVER FOUR SITES.**

We thank you for considering employment at Peninsula Villages. We are very proud of the care and services we offer to our residents and the workforce culture we have created. In March 2023 we were awarded three years full accreditation by the ACQSC and were fully compliant across all eight standards.

*Our ICCARE values underpin everything we do and all staff are expected to uphold these values as part of their role.*

In your role, you will be exceptionally well supported. We have a full time Clinical Quality Governance team, AN-ACC Funding Manager and a Nurse Practitioner to support and develop your clinical practice. Our Learning and Development team will work with you to develop your skills and support career growth.

- I** INTEGRITY
- C** COMMUNITY
- C** COMPASSION
- A** ACCOUNTABILITY
- R** RESPECT
- E** EXCELLENCE



IC CARE

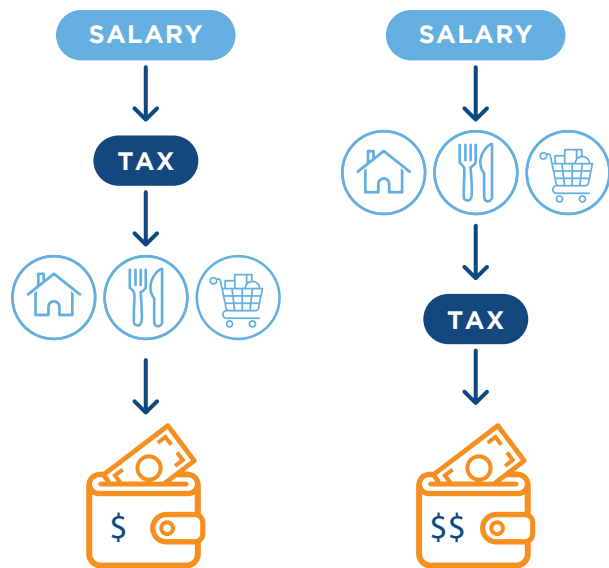
# Salary Packaging

AS A NOT FOR PROFIT ORGANISATION, WE OFFER  
SALARY PACKAGING FOR PART-TIME OR FULL-TIME STAFF  
WHICH INCREASES YOUR TAKE HOME PAY.

## WHAT IS SALARY PACKING AND WHAT'S IN IT FOR ME?

Put simply, salary packaging means more money in your pocket each fortnight.

Salary packaging (or salary sacrifice) is a benefit that Peninsula Villages offers to its permanent employees, which, when taken advantage of, offers the employee an opportunity to pay for expenses BEFORE tax. This means you receive the same salary, pay less tax and are left with a higher disposable income.



### TO ILLUSTRATE HOW THIS WORKS IN FINANCIAL TERMS:

	WITH SALARY PACKAGING	WITHOUT SALARY PACKAGING
GROSS WAGES	\$50,000	\$50,000
SALARY PACKAGING AMOUNT	\$18,549.96	\$0
TAXABLE INCOME	\$31,450.04	\$50,000
INCOME TAX PAYABLE	\$3,146	\$7,716.68
TAKE HOME PAY	\$46,853.71	\$42,283.32

This information has been provided for illustration purposes only. Exact figures can differ based on personal circumstances and tax rates.

# *Employee Benefits*

## AT PENINSULA VILLAGES WE FIRMLY BELIEVE IN INVESTING IN OUR STAFF.

BELOW ARE SOME OF THE BENEFITS WE OFFER OUR STAFF:



**Free Annual Flu Vaccination**  
During March – April



**Staff Wellness Program**  
Various health initiatives throughout the year (Quit Smoking, Pedometer Challenge, Breast Screening)



**Fun Club**  
Staff BBQs and monthly events



**20% Staff Discount**  
Available at YouSave Chemist in Umina



**Free 15min massage**  
every 8 weeks



**Casual Friday**  
All year round



**Group Fitness Training**



**Journey Insurance**  
Available to and from work, provided by Peninsula Villages



**Yoga**  
All employees are able to access yoga and meditation classes at Umina Beach Yoga for concessional prices



**CCMG**  
Receive free car mats and window tinting when purchasing a new car \*subject to Sales Manager approval



**Employee Assistance Program**  
Free or low-cost counselling services at Axiomin East Gosford



**Various Benefits**  
offered through Church Resources



## SHIFT AVAILABILITY

PENINSULA VILLAGES IS ABLE TO OFFER A RANGE OF SHIFT OPTIONS TO SUPPORT EACH INDIVIDUAL'S LIFESTYLE.

## UNIFORMS

ANOTHER PERK OF WORKING AT PENINSULA VILLAGES IS THAT WE OFFER FREE UNIFORMS TO OUR STAFF.

# Location

PENINSULA VILLAGES IS PART OF THE BEAUTIFUL CENTRAL COAST WHICH IS A ONE-HOUR DRIVE TO THE CITY OF SYDNEY OR NEWCASTLE (OR AN EASY TRAIN RIDE FROM WOY WOY STATION).

Umina Beach is renowned for its beautiful beach, holiday atmosphere and coastal feel.

Peninsula Villages is a two-minute drive from Ocean Beach as well a range of waterways.



Umina also features monthly markets, amazing children's and holiday parks and coastal bush walks.

The surrounding areas feature the restaurant district at Ettalong, as well beaches at Patonga and Pearl Beach.

Although supermarkets are available at Umina, a large shopping centre is located 20 minutes away at Erina.

## ONSITE ACCOMMODATION

We understand that you might be interested in relocating to our local area. Peninsula Villages will provide subsidised furnished accommodation for you and a partner for a three-month period.

Living in one of our independent living units, you will be able to walk to work, and if you have a car there is secure parking available.



# Career Development

## AT PENINSULA VILLAGES

AT PENINSULA VILLAGES, WE ARE COMMITTED TO A CULTURE OF DEVELOPMENT AND OFFERING A SUPPORTIVE ENVIRONMENT FOR NEW STAFF. WE HAVE 10% LESS STAFF TURNOVER THAN THE INDUSTRY AVERAGE. WE INVEST IN OUR REGISTERED NURSES BY OFFERING:

### NURSE PRACTITIONER



Our full-time Nurse Practitioner (NP) mentors and clinically supports our registered nurses. If you are interested in completing your Master of Nurse Practitioner, our NP can support you during your transition.

### LEARNING & DEVELOPMENT



We have an exceptionally well resourced learning and development department with full-time Clinical Nurse Educators whose role is to support your professional and career development. If you are a new graduate RN, we have a new graduate program with weekly education to develop your knowledge and skills.

### AN-ACC MANAGER



We have a full-time RN who manages our clinical funding program.

### SPECIALITY POSITIONS



We offer a range of specialised RN positions in areas of wound care, dementia care and documentation. These positions support you in your role as an RN, but also provide opportunities for career development.

### CLINICAL GOVERNANCE TEAM



Our Clinical Governance Team monitors our clinical care, WHS and quality program and provides clinical support to our registered nurses.

# CAREER PATHWAYS FOR REGISTERED NURSES

AT PENINSULA VILLAGES WE BELIEVE IN CREATING AND OFFERING OPPORTUNITIES FOR OUR STAFF. UTILISING A CREATIVE MODEL OF CARE, WE INVEST IN OUR STAFF TO SUPPORT INDIVIDUAL DEVELOPMENT AND CAREER GOALS.

## CHOOSE YOUR ENTRY POINT:

BACHELOR OF NURSING - STUDENT (WORK AS A PCA)

NEW GRADUATE REGISTERED NURSE PROGRAM

REGISTERED NURSE

## CAREER OPPORTUNITY STREAMS:



### CLINICAL

- Care Planning/ Documentation  
CNS
- Nurse Practitioner



### EDUCATION

- Clinical Nurse Educator
- Learning and Development Manager



### GOVERNANCE

- Clinical Governance Manager
- Admissions/  
ANACC Manager



### MANAGEMENT

- Clinical Care Coordinator  
(Care Manager)
- Facility Manager

## EXECUTIVE MANAGEMENT OPPORTUNITIES:

EXECUTIVE MANAGER -  
QUALITY AND ORGANISATIONAL  
DEVELOPMENT

EXECUTIVE  
CARE MANAGER