

# Working with us



## Diversity, Equity, and Inclusion

At MTHC we're committed to building a diverse and inclusive workplace and we strive to foster belonging and empowerment at work.

Our goal is for our people to feel supported, safe, and included so they are able to bring their best both to work, at home and in the wider community.

We welcome and encourage people from all backgrounds, abilities, and identities to apply for positions available at Melbourne teaching Health Clinic regardless of age, cultural background, physical abilities and disabilities, race, religion, gender, and sexual orientation.

As part of our DE&I commitment, we have identified five Priority Pillars, and each one is championed by a member of the Senior Management Team to drive key initiatives and activities.

1. Gender Equality
2. Disability
3. Pride – LGBTQIA+
4. Cultural Diversity
5. Indigenous (Aboriginal & Torres Strait Islander)



## Reward and Recognition

The MTHC Reward and Recognition Framework wants to celebrate and acknowledge our people's dedication, hard work, and commitment to MTHC.

We seek to foster a culture of high performance, staff engagement and retain our people through shared values and goals.

We do this through a blend of formal and informal reward and recognition methods applied across all of MTHC.



## Benefits

In return for a competitive salary and a range of employee benefits, we expect our employees to perform to a high standard and to use evidence-based practice in order to deliver quality healthcare and clinical education.

We offer meaningful benefits like:

- Discounts to our services across our clinics for you and your family.
- Generous Leave Provisions for all our eligible employees, regardless of gender, including:
  - 10 weeks paid parental, adoption, surrogacy, and permanent care leave
  - 2 weeks paid partner leave
  - 2 days paid service anniversary leave every 5 years
  - Up to 5 days paid professional development leave in conjunction with additional financial assistance
  - Monthly rostered days off
  - Flexible work arrangements
- An established Reward and Recognition Framework to celebrate and acknowledge our people's dedication, hard work, and commitment.
- Genuine Career Progression opportunities within the organisation, supported by ongoing professional development and training.
- Access to our Employee Assistance Program (EAP) supporting you to thrive at work and in life.
- Deliver quality healthcare outcomes through a collaborative practice approach, whilst supporting the next generation of healthcare professionals.
- Opportunity for exposure and development of specialist clinical disciplines.