Staff Wellbeing Activity Program (SWAP)
The Staff Wellbeing and Activity Program (SWAP) provides opportunities for staff to participate in a range of wellbeing activities focused on four key wellbeing areas: general health, mental health, nutrition and healthy eating and physical activity.

The range of programs provided are extensive and can be offered at a date, time and venue convenient to faculties and departments.

**General health programs and services**
- Monthly Wellbeing/Sport newsletter
- Staff Volunteer Policy - 2 paid days leave for community volunteering

**Mental health programs and services**
- An Employee Assistance Program which includes up to three free sessions with an external counsellor, access to a 24 hour counselling hotline, consulting for those managing staff and online resources.
- Free on campus counselling
- Mental Health Awareness and Mental Health Training programs
- Mindfulness and Essence programs which teach attention training practices and cognitive strategies that can help you learn to pay attention to the present rather than worrying or dwelling in the past.
- Essence, a comprehensive lifestyle program underpinned by enabling strategies such as mindfulness, enhancing motivation, goal setting and behaviour change.

**Nutrition and healthy eating**
- Health Smart/Earth Smart, healthy food labelling program
- Healthy Food Demonstrations and information

**Physical Activity**
- SWAP fitness activities, a range of physical activities like boxing, Pilates, yoga, yoga/Pilates/Tai Chi mix, zumba etc., organised for faculties/departments on request
- 10,000 Steps Challenge, team based walking challenge
- GLOBAL walk/run, lunchtime on campus fun run

Equity, diversity and Indigenous employment
A dedicated equity and diversity centre supports staff to reach their full potential by promoting inclusive practices across the University. Programs and support include:
- Disability support
- Discrimination, harassment and victimisation
- Advancing women at Monash
- Student equity

Leave
A wide range of leave options are available to Monash staff. A voluntary reduced working year scheme is also available to staff who wish to extend their leave options.

Library access
As a staff member you have full access to extensive libraries and learning materials through the Monash University Library.

Car leasing
Novated car leasing is also available to eligible staff.

On site services
A range of on-site services are available at our campuses. Depending on your work location this may include on-site fitness centre, pool, bookshop, childcare, health service, food outlets, bank, post office, Oxfam etc.

Recognition of prior service
In some circumstances prior service is recognised for long service leave and personal leave purposes. You may be eligible if you have worked for an Australian University or public service, the CSIRO or other recognised institution.

Salaries
Monash offers a range of competitive salaries. Salaries are negotiated under the Enterprise Bargaining Agreement and are subject to incremental increases annually for most staff.

Salary packaging
A range of salary packaging options are available to staff including:

- Car parking
- Child care fees
- Monash Sport health and fitness membership fees
- Living away from home allowance
- Portable computers, portable electronic devices & business computer software
- Mobile phones
- Superannuation
- Qantas Card & Virgin Australia Lounge membership
Security on campus
Provide advice and deliver a range of campus security services to help ensure our campus communities remain safe and secure for all Monash students, staff and visitors 24 hours a day, seven days a week. An online campus security information video is available in 8 languages and signed language for the hearing impaired.

Sports Facilities
- Court hire: casual access to a variety of court sports
- Get active: sports and exercise options for staff
- Group fitness classes: cycling, yoga, pilates, and more
- On campus fitness centres: No membership joining fees and free fitness services (fitness testing, assessments, etc.)
- Social Sport: indoor soccer, netball, basketball - lunchtime and evening competitions
- Sports clubs: over 50 sporting clubs covering a wide range of sport
- Swimming: adult and childrens lessons, lap lanes, women's programs
- TeamMONASH™: students, staff, alumni, friends and family come together to represent the University at major sporting events, under the banner of TeamMONASH™

Staff discounts
Staff are eligible for various discounts on consumer products, including accommodation and travel, airport lounge memberships, airport car parking, health insurance, car rental, computers, home delivered meals, magazine subscriptions and others. For a comprehensive list of discounts, go to http://monash.edu/ohs/wellbeing/staff-discounts.html

Staff development and learning
Monash has a strong commitment to staff development and learning. Staff can apply to attend a large offering of staff development training programs.
Staff can also apply for reimbursement of study fees and study leave when they undertake an approved study course relevant and beneficial to their role and career at the University. See the Staff Study Support procedure.

Staff housing
Monash University provides staff and visitors to the university with short term accommodation for stays of between 3 nights to a maximum of 1 year.
Accommodation is conveniently located on and close to the Clayton campus, affordable and is fully furnished.

Superannuation
Monash staff typically receive superannuation contributions of either 9.5% or 17%, depending on the tenure and fraction of appointment.

Supporting parents at work
Monash University supports four childcare centres across four of its campuses and has a range of flexible work policies to support parents at work.
Generous parental leave options are available to staff. For the birth mother with 24-months or more continuous service this includes maternity leave at full pay for the first 4 weeks and 60% pay for the remaining 38 weeks (total 12 months paid maternity leave).
Spouse/domestic partners are also eligible for some paid and unpaid leave options.

Sustainability initiatives
Monash values environmental and social sustainability and aims to practice and promote sustainability within the local, national and international community.
Monash measures, records and reports the carbon footprint of its Australian campuses to identify and understand all emission sources, and to develop strategies to reduce our carbon emissions.
We have a wide range of sustainability initiatives including a progressive Green Workplace Program and support for Fair Trade.

Transport and parking
Monash campuses can be accessed in a range of ways. Free shuttle buses run between campuses, and there are many public transport options to choose from.
Monash also supports staff cycling to work with a range bike parking facilities and a Bike Arrival Station at Clayton Campus. There are showering facilities at each of the campuses. Monash Commuter Club provides a 10% discount on annual public transport tickets.
Parking arrangements vary depending on work location however most locations have on-campus permit parking. Car park spaces are also available for those that carpool.

Information
Wellbeing at Monash
Telephone: 9902 0856
Email: wellbeing@monash.edu
Web: monash.edu/ohs/wellbeing