



therapyfocus

growing potential



Join our Team

Help make a positive
difference in the
lives of people
with disabilities.

Meet Theresa...

Senior Speech Pathologist at Therapy Focus.

Therapy Focus is a family of dedicated professionals working for one common purpose.

"I started work at Therapy Focus 12 years ago and have had the pleasure of doing what I love every day since."

"One of the most exciting things about my work is the variety. I could be on the floor with a toddler one minute, supporting a teenager or training teachers and parents the next. This makes work a dynamic and stimulating place, where each year is different and exciting.

There are so many opportunities to grow at Therapy Focus. I am proud to work for an innovative and dynamic organisation that is at the forefront of evidence-based disability service provision. I work closely with a supportive transdisciplinary team, and receive regular clinical and personal support. Therapy Focus makes ongoing professional and personal development a priority for all staff, and over the years I have enjoyed a number of opportunities to develop and extend myself. I'm encouraged to learn more about areas of professional interest that I am

passionate about and share this knowledge with my colleagues.

As a mother of two, I've always appreciated the flexible work conditions that Therapy Focus offers. The emphasis on a healthy work life balance allows me to be both a mother and a clinician. The added benefits of a uniform, wellness initiatives, access to fleet cars and well fitted-out office space located close to my caseload also make me feel valued and appreciated.

Working at Therapy Focus is not only fulfilling, it is also fun and exciting. There's nothing more invigorating than knowing that what I do every day enriches the lives of others, and that the people I work with have the same values and goals."



Careers at Therapy Focus

Our employees work in a supportive team environment with flexible working conditions and great benefits.

We value open communication and encourage employees to take part in the decision making that affects them in their daily lives. Employees are empowered to manage their workloads autonomously and are supported by small, independently managed team structures.

We prioritise a healthy balance between work and home.

Flexible work hours and employment options are offered to assist with balancing work, family and study. We offer five weeks annual leave each year, with the option of purchasing an additional week if required.

Every employee at Therapy Focus is provided with a generous professional development budget. Self-directed learning is encouraged to support continuous improvement and enhance our service delivery.

We provide the tools and resources that our employees require for efficient work practices in a modern world. This includes fleet cars, mobile phones, wireless internet access, laptops and other mobile devices. Every employee is also provided with a corporate uniform consisting of a range of clothing items.

Safety culture is a key priority and is important for a healthy workplace. Each team at Therapy Focus drives their own unique workplace health and safety initiatives including walking meetings, resilience buddies, office 'greening', soup kitchen days, home-made lunch month, laughter yoga and much more.

We pride ourselves on our fair, equitable and transparent employment practices.



The benefits of working with us

We strive to recognise, reward and retain our staff through a range of opportunities and benefits.

EMPLOYEE POTENTIAL



Future Leaders Program

Exchange opportunities with partner organisations are offered as part of leadership training.



Secondments

Secondment opportunities with like-minded organisations provide exciting challenges and enhance knowledge.



Training & Development

Extensive training and developmental packages are provided to support personal and professional goals.



Research & Study

Employees are encouraged to explore research opportunities and long term study that enhances knowledge and professional development.



Volunteer Opportunities

Volunteering opportunities are encouraged locally, nationally and internationally for both personal and professional development.



Awards & Recognition

Awards such as the Board Award, People's Choice Award and Sunny's Star awards help to recognise outstanding achievements.

EMPLOYEE WELLNESS



5 Weeks Annual Leave

A standard of five weeks annual leave is provided each year, with the option to purchase an additional week.



Flexible Working Hours

Full-time, part-time and casual employment options with flexible working hours are available to support employees' changing needs.



Wellness Benefit

Every employee is provided with a \$500 financial benefit each year to assist with the purchase of an activity, product or resource that promotes wellbeing.



Employee Assistance Program

Therapy Focus is partnered with Relationships Australia to provide counselling support to employees and their immediate families.



Wellness Days

All employees are rewarded with two wellness days per year to use as they wish.



We believe there is more to acknowledging employees than just a salary or wage paid.

EMPLOYEE HEALTH



Corporate Health Plan

Employees can access comprehensive corporate health plans and benefits through partner organisation, Bupa.



Vaccinations

Free flu vaccinations are offered each year.



First Aid Training

Employees can participate in first aid training to improve safety in the workplace.



Mental Health Workshops

Mental health workshops ensure our workforce is strengthened and supported.



Eye Health Checks

Employees are encouraged and supported to get free eye health checks at their local optometrist.



Smoking Cessation

We encourage and support employees to quit smoking by providing access to smoking cessation programs.



Salary Packaging

Australian taxation law allows not-for-profit organisations such as Therapy Focus to offer salary packaging to employees, which can mean significant income tax savings on their salaries.

As an employee of Therapy Focus, part of your wage can be paid as a reimbursement of personal expenses with no income tax payable on these funds. In effect, part of your wage is paid tax-free each pay day.

The packaging agent appointed by Therapy Focus is AccessPay, who have expertise specific to the not-for-profit sector.

For more information about salary packaging visit www.accesspay.com.au



Get in touch!



**Want to learn more about careers at Therapy Focus?
Contact our Workforce Team.**

1300 135 373

recruitment@therapyfocus.org.au

If you are deaf or have a hearing or speech impairment contact us via the National Relay Service.

TTY users: **133 677**

Speak and listen: **1300 555 727**

Internet relay users: **www.relayservice.gov.au**

View job vacancies and apply online by visiting our website:

www.therapyfocus.org.au/workwithus

Or connect with us on LinkedIn!

About us

Therapy Focus is one of Australia's leading providers of professional therapy services.

Since incorporation as a not-for-profit organisation in 1998, Therapy Focus has grown to become one of Western Australia's largest disability service providers, delivering support to more than 2,500 people with disabilities and their families.

We employ more than 250 staff including allied health registered speech pathologists, physiotherapists, occupational therapists, psychologists and social workers. Our clinical teams work collaboratively to deliver comprehensive therapy programs that help people with disabilities live the life that they want to live.

Our Values



Inclusion

We communicate openly with people to provide relevant information that enables them to make informed decisions.



Courage

We work with courage and gain fulfilment from the courage others gain as a result of our work.



Respect

We respect the people we serve, the people we work with, the organisations we partner with, and the teamwork of all involved.



Integrity

We pride ourselves on our professional integrity and strive to continuously improve the quality of our services.





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For more information call us on **1300 135 373**
or visit **www.therapyfocus.org.au**

