

Employee Benefits

ACHIEVING SUCCESS WITH YOU



You are our most important asset, and we are committed to supporting you professionally and personally so that you can achieve your goals.

At Decmil you are part of a passionate group of people who are building Australia's future, together.

We provide our people with access to a range of benefits that help you balance your life at work and outside of work. These include flexible working arrangements, professional development opportunities, health and wellbeing programs, and an employee referral program.

Take a look at what is available to you and how we are making Decmil a great place to work for everyone.

FLEXIBLE WORKING ARRANGEMENTS

We are open to discuss Flexible Work Arrangements and what this looks like for you. This may be formal or informal individual flexible working arrangements, including Work from Home options.

PROFESSIONAL DEVELOPMENT

Decmil is affiliated with a number of industry bodies. Professional development options may include graduate, leadership development, and other professional development as well as support with certifications and professional memberships.

REWARDS AND RECOGNITION PROGRAMS

Our Length of Service Awards and our annual Excellence Awards are formal programs that reward and recognise employees who have contributed to our business.

PURCHASED LEAVE

Are you planning a holiday or an extended break? Do you need to support your family during school holidays? Options to purchase additional leave are available.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Our EAP provides you and your immediate family members with access to professional counselling and support services when you need it most. You have access to 24/7 counselling and support from our external EAP provider.

REFERRAL CAMPAIGN

Our employees are often our best recruiters. In the spirit of finding a diverse range of people to join our team, our employees can earn bonuses of up to \$6,500 to assist in the growth of our business.

PAID PARENTAL LEAVE

Decmil offers up to 18 weeks of paid parental leave for primary carers and additional unpaid leave for secondary carers after 12 months continuous service.

PRIVATE HEALTH INSURANCE DISCOUNTS

Private Health Insurance discounts are available through our corporate partners, Medibank and HBF, waiving waiting periods where possible and providing additional member perks.

NOVATED LEASING

We offer novated lease salary packaging, providing you with added convenience, tax benefits and additional savings.

TRAVEL INCENTIVES

Discounted travel and car hire is available through our corporate travel partners. Frequent flyer points can also be earned on car hire bookings.