



**Big Fat
Smile**

**Our Employee
Benefits**

Big Smiles All Around

There's a lot to smile about when you're bringing fun, laughter and play to each day. And doing work you love with people who are as invested as you.

On top of this, there's so much more to smile about here. You'll find meaningful benefits that add value, choice and flexibility. From free professional development to study assistance, novated leasing to discounted footy tickets and more.

Now this is a job to smile about.



Big Fat Smile. Enriching lives.



Your Benefits & Rewards Platform

Gives you access to personalised perks, heaps of great discounts, a huge range of rewards, wellbeing support - and more!



Perks Hub

Access a wide range of deals and discounts from the biggest brands, allowing you to shop and save all year round on things that matter to you. From tech and electronics, to food and drink, to gym memberships and personal care to cinema tickets.

- Coles
- Woolworths
- Hoyts
- Myer
- Iconic
- Priceline
- F45
- Fernwood
- Bunnings



Celebration Hub

Be recognised and rewarded in a way that is meaningful to you. With a choice of over 5,000 physical rewards including homeware, appliances and tech and over 3,500 gift card options, there is something for everyone to enjoy.



Wellness Hub

Feel empowered with a suite of curated wellbeing resources at your fingertips. Wellness hub offer an ever-growing range of content to help you with your personal wellbeing, from workout videos, to guided meditations to soothing sleep stories.

Financial Benefits

Discounts with:



THE ICONIC



Salary Packaging

and novated car leasing



Super-annuation

health checks



6 weeks

paid parental leave
(permanent employees only)

60% discount

on Early Learning and
Care and Out of School
Hours Care services



Above Award

wages for Educators and Teachers

Up to 5% above award for educator and on
average more than 10% above award for teachers

17.5% annual leave loading

for all employees



Part time staff can also
work as a casual to increase
your take home pay

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“

Returning to work after starting my family, Big Fat Smile offered me flexible working arrangements to balance my work and family life, along with a 60% discount on the Early Learning and Care fees for my son.”

Jamie McNamara – Picton Community Preschool

Lifestyle Benefits



Flexible Working

- ✓ Part-time arrangements
- ✓ Hybrid working where operationally suitable
- ✓ Monthly Rostered Day Off (eligible roles)



Family Fun Card

discounted recreational activities for the whole family



Discounted movie tickets with Hoyts



Long Service Leave

Access to long service leave after 7.5 years for teachers



Corporate Volunteer Day



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“

The hybrid working model offered at Big Fat Smile offers the perfect balance. It combines structure and mentorship on my days in the office and flexibility and productivity on my working from home days.”

Jacob George – Finance

Professional Development



Exclusive face-to-face

professional learning opportunities

✔ Networking events

✔ Leader's forums



Conferences



Support

to undertake an Accelerated Early Childhood Teacher degree with UOW, ACU and more



More non-contact time each week

up to 4 hours on top of award entitlements



Study Assistance

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“

Since completing my Bachelor of Education (The Early Years) degree, I have been working towards my dream of becoming a Centre Director. With the ongoing support, encouragement and professional development available at Big Fat Smile I have realised that dream and absolutely loving it.”

Michelle Maltby – Wollongong City Community Preschool



Health & Wellbeing



Annual free influenza vaccination program



Mental health first aid course



Employee Assistance Program

- ✓ Health and wellbeing webinars
- ✓ Free and confidential counseling for you and your immediate family
- ✓ Financial and legal support services
- ✓ Access to a Manager Hotline

7% discount

with a Corporate Health Cover



Extra personal carers leave for teachers



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One way we foster wellbeing at our service is by growing a veggie garden. It has nurtured our connection to Country, promoted healthy eating and cultivated a sense of responsibility and teamwork.

Bridy Salazar – Thirroul Fun Club



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