

Your best at

Rest

Life at Rest

Your best work. Their best future.



Your best at

Rest

Millions of reasons why

Few jobs let you make a difference to the lives of millions.

From first jobs to retirement, Rest supports millions of Australians, creating super our members love. Whatever your role, your work contributes to helping members navigate life's biggest moments and build their best future.



Your work matters

You're part of one of Australia's largest profit-to-member super funds, helping millions of Rest members build their financial future.



Real impact, every day

Your work helps deliver better outcomes for a diverse community of members across Australia. From younger Australians starting their financial journey to members planning for retirement, Rest supports people through every stage of life, wherever they live and work.



A proud history

Founded in 1988 to support retail and hospitality workers. Today, we support millions of Australians from all walks of life, who represent the equivalent of 1-in-7 working Australians. We're helping them build financial confidence and security through every stage of life.

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Live well, work well, be well

At Rest we've created an environment that balances flexibility, wellbeing, and connection.

From hybrid ways of working to practical wellbeing support, we invest in our people so they can deliver great outcomes for our members.

Discounts on fitness and wellbeing



Discounted access to 2,000+ gyms, pools and fitness facilities through Fitness Passport, plus thousands of wellbeing discounts on activewear, recovery and lifestyle brands through WHEREFIT.

Hybrid working



Our hybrid approach combines flexibility, wellbeing and collaboration to help us stay productive, connected, and deliver great outcomes for our people and members. While flexibility is built into how we work, we ask our people to spend 2 days each week in the office to support balance across work and life without losing the benefits of being together.

Flu vaccinations & skin checks



Rest offers employees free flu vaccinations and skin checks annually.

Meaningful leave options



Because wellbeing looks different for everyone, learn more about our leave options on the next page.

24/7 wellbeing and safety support



A proactive and holistic approach to support that's much more than a traditional EAP.

Through Sonder, you and your immediate family can access around-the-clock support including mental health assistance, medical advice, personal safety support, and specialist care guidance.

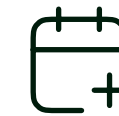
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Leave at Rest



5 Rest Days (paid wellbeing days) each year to use however you need, in addition to 20 days annual leave.



15 days personal/carer's leave each year to support you through life's expected and unexpected moments.



Study leave from 1 to 2 days per subject per semester for approved tertiary, vocational and non-award courses.



Purchase up to 4 additional weeks of annual leave each year (pro-rated for part-time employees).



2 days paid Community Service Leave per year to volunteer or fundraise for community groups, registered charitable organisations and not-for-profit organisations as well as Emergency Services Leave.



Rest Employees are eligible for paid long service leave after 7 years of continuous service.



Parental leave arrangements are available for eligible employees, including:

- 22 weeks paid gender neutral parental and adoption leave
- Pre-natal leave of up to 5 days to attend medical appointments or to support a pregnant partner with theirs
- Flexible return to work to options
- Continued super payments whilst on Parental Leave



Rest has taken a stand against family and domestic violence and is adopting the Family Violence Employer Charter drafted by Women in Super.

- Uncapped paid family and domestic violence leave
- 10 days family and domestic violence support leave to help friends and loved ones experiencing family and domestic violence

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Your growth, your way

Your career doesn't stand still here. We back your growth with the learning, development, and opportunities to help you shape the career you want.



Learning and leadership programs

Access to a range of LinkedIn and online learning, facilitated training, and leadership programs to support you at every stage of your career.



Clear development pathways

Clear development pathways and competency frameworks to help you map your next move and grow in the direction that's right for you.



Study assistance and leave

Two paid study days per subject per semester for approved tertiary, vocational and non-award courses, plus financial assistance to support your studies.



Professional memberships

Rest covers professional membership fees relevant to your role, up to \$500 per year, where membership is required to fulfil your duties.



AI and Data Academy

Building future-focused skills through the AI and Data Academy, helping you stay ahead and confident in an evolving world of work.

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More than a gold star

At Rest, great work doesn't go unnoticed. We celebrate the difference our people make every day through meaningful recognition, rewards, and opportunities that acknowledge individual contributions, team success, and the impact we deliver for our members.



REX Program

Rest Excellence (REX) is our recognition program. Whether it's a shout-out, a reward for going above and beyond, or one of our annual Values and Risk Excellence Awards, every point adds to your balance to spend in the REX Shop on gift cards, products, experiences and more. More on REX on the next page.



A community that champions belonging

Join a range of employee network groups championing inclusion and belonging at Rest, including Women in Data, Pride and Neurodiversity networks.



Salary sacrifice options

Salary sacrifice options that can help you prepare for the future, including superannuation and motor vehicle novated leases.



Income Protection Insurance

As a permanent employee, you're automatically covered with income protection insurance (paid for by Rest) in case you're unable to work due to illness or injury.



Employee Referral Program

Be an advocate for Rest. Earn REX points to the value of \$1,000 when you refer a successful candidate.

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Rest Excellence (REX) Awards

Rest Excellence (REX) Awards are how we celebrate great work, recognise the values we live every day, and shape the culture we love being part of.

From everyday wins to standout moments of impact, REX turns recognition into rewards you choose, making it easy to thank and celebrate each other for the difference you make.

Our Values

The values that shape how we work are the same values we celebrate through REX

Take

Action

Accountable and purposeful for members.

Keep it

Simple

Making it super easy, even when it's complex.

Be

Daring

Curious and courageous, always seeking better ways.

Have

Grit

Persevering together for members' best future.

Risk

Excellence

Managing risk well to protect our members.

Step 1

Earn & receive REX points



Recognise

Shout out our values in action, every day.



Reward

Celebrate going above and beyond.



Thank-yous

Send a card to recognise a helping hand.



Annual Awards

Yearly Values & Risk Excellence awards.



Welcome Gift

A head start for every new starter.



Service Milestones

Points at 5, 10, 15 & 20 year anniversaries.

Step 2

Spend your points



The REX Shop

Every point you earn and receive adds up in one balance. Redeem them in the REX Shop for gift cards, products, experiences and more.

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Want to know more?

Your best work. Their best future.

Ready to create impact for our members?
Explore current opportunities at
rest.com.au/careers.