



our story so far

we exist to enhance the overall quality of life for the people we support, their families and their carers.

At Lifestyle Solutions we support people who, for various reasons, require a helping hand in their daily life. We create lifestyle solutions that are flexible and innovative but most importantly focus on the people we support.

Lifestyle Solutions is a not for profit registered charity that opened its doors in Newcastle in 2002. We now provide services across Australia and we are exploring the development of services in the Asia Pacific region. Our services and programs include:

Specialist Programs and Services

- Housing and Support Services
- Attendant Care Program
- Leisure Links for Young People with Challenging Behaviours
- Younger People in Residential Aged Care Program
- Leaving Care Programs
- Educational Programs for Schools
- Community Justice Programs
- Lifetime Care and Support
- Support Services for Young People
- Self Managed and Family Governed Services.

Day Programs

- Community Participation Program
- Transition to Work Program
- Life Choices Program.

Camps for Youth Programs

- Camp to Belong
- Camp Care – School Holiday Camp Program
- Camp Connect – Family Decision Making Camps.

We appreciate the enormous value of family involvement in the lives of everyone we support and we have forged strong relationships with local community groups as well as Local and State Government Departments.

But the key to our success lies in our commitment to person centred solutions, a commitment to equality and social justice and a commitment to outcomes that are meaningful for each individual.

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to find out more or to become a
lifestyle solutions supporter
visit us at
www.lifestylesolutions.org.au

Lifestyle Plus Supporting Our People

*"If you surround yourself with good people
it's amazing what you can achieve."*



Lifestyle Solutions
supporting people



supporting people changing lives creating lifestyles



our vision

Supporting people in creating lifestyle solutions.

our mission

To walk with and work alongside people in creating lifestyle solutions that provide dignity and community.

To facilitate living options within the community that provide equality of access, choice and socialisation for people we support.

To provide mutually agreed upon housing and support options for people we support that are appropriate and non-intrusive.

To advocate on behalf of the people we support.

our values

We encourage and support innovation, both in program development and service delivery.

We have a commitment to service in our support and management style.

We will be accountable in all aspects of our work and delivery service.

We will act honestly and ethically and provide all advice and service with integrity.

We understand that issues and opportunities will have an impact on staff and the people we support so we will be open and honest with all concerned and equip those who will be affected to deal with change.

We support and promote the principles of Aboriginal Reconciliation and Cultural Diversity in the way we do business and provide support.

We recognise we are all on a journey and will value the opportunity to learn from each other and continue to improve relationally and operationally.



Lifestyle Solutions
supporting people

lifestyle plus supporting our people

at lifestyle solutions
we are a united team
dedicated to the people we support.

we have created
a working environment
that is energising, inspiring and
rewarding for all those
we are fortunate enough
to have on our team.

welcome to the team

Becoming a member of Lifestyle Solutions means you are joining a team of people committed to improving the quality of life for the people we support.

We want to attract team members who share our enthusiasm and commitment. That is why we have created a challenging, rewarding and supportive environment where we strive to be regarded as an Employer of Choice.

employee benefits

Family Friendly

At Lifestyle Solutions we promote and support a healthy work / life balance because we recognise how positive family relationships contribute to most people's wellbeing and happiness.

Salary Packaging

As a not-for-profit organisation we are afforded concessional Fringe Benefits Tax treatment, which means eligible employees can receive up to \$16,050 of their salary tax-free, thereby increasing take home pay.

Alternatively eligible employees can elect to have their salary funds directed to an ANZ Community Salary Packaging General Expense Visa Card. This card can be used for purchases and payment where Visa Card is accepted.

Training and Skills Development

Employees are encouraged to participate in both internal and external training initiatives. We recognise the enormous benefit this extra support brings to our employees and ultimately, for the people we support.

Our internal training programs include:

- A comprehensive induction program
- Ongoing development training
- On-the-job "Buddy" programs
- Professional development opportunities
- Conference and industry training participation
- Study leave.

Supporting Our People

We have a number of policies and programs designed to support and develop our employees including:

- Induction, Safety and Training
- Performance Management and Development System
- Employee Assistance Program
- Code of Ethics and Conduct
- Grievance Resolution
- Recruitment and Selection Policy
- Equal Employment Opportunity Policy.



Corporate Support

Lifestyle Solutions has negotiated a range of benefits for our staff with some of our corporate partners.

National Australia Bank – offers Lifestyle Solutions employees a discount on approved home or personal loans.

Newcastle Toyota and Kelly Holden Cardiff – provide great deals on their range of new and used cars.

Ian Jones Insurance Brokers – offer a discount to Lifestyle Solutions employees on insurance packages.

Warren Fischer, Personal Tax and Planning – are the advisers for Lifestyle Solutions employer fund BT Lifetime Super - Employer Plan.

They offer all employees access to experienced financial planners and provide a range of services to plan your financial security including:

- ✓ Investment Reviews
- ✓ Superannuation
- ✓ Home and Investment Loans
- ✓ Wealth Protection
- ✓ Financial Planning.

Commitment to Health and Safety

The health and safety of our employees, visitors, suppliers, contractors, and all those associated with our support services, are our top priority. That is why we aim for the highest possible standard in health and safety.

Employee Assistance Program

At Lifestyle Solutions we value the health and wellbeing of our team members. We offer all employees access to confidential, professional counselling services to assist with the identification and resolution of personal issues or other concerns, which may be affecting their performance at work.

The Employee Assistance Program (EAP) is conducted off-site and can be accessed within or outside normal working hours.

Confidentiality in regard to accessing this service is maintained at all times. Lifestyle Solutions does not receive any information from the EAP provider regarding employees who use the service, only a confirmation that an employee from the organisation has participated in the service.

The cost associated with the service is met by Lifestyle Solutions.

**For further information regarding Lifestyle Plus,
please contact our Human Resources Department
either at jobs@lifestylesolutions.org.au
or phone on 02 4014 7800.**

