

## Why work for NOPSEMA?

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The National Offshore Petroleum Safety and Environmental Management Authority (NOPSEMA) is the independent expert regulator for health and safety, environmental management, structural and well integrity for offshore petroleum facilities and activities in Commonwealth waters.

NOPSEMA's head office is centrally located in Perth, with another office located in Melbourne.

A career with NOPSEMA means the opportunity to make a real difference to people working in Australia's vibrant offshore oil and gas industry, supported by a dedicated and professional team environment.

NOPSEMA offers a wide range of attractive benefits to secure quality candidates who will help us build upon our existing resources.

### Benefits of Working with NOPSEMA

#### Salary

NOPSEMA offers a competitive pay structure, commensurate with the high value we place on the expertise of our employees. To ensure we remain competitive, NOPSEMA regularly reviews and benchmarks its salaries against those of industry, making adjustments where necessary.

NOPSEMA also allows salary packaging which includes pre- and post-tax deductions for superannuation.

#### Superannuation

In accordance with federal government agency policy, NOPSEMA's employees receive 15.4 per cent superannuation contributions in addition to their take-home salary.

#### Leave

NOPSEMA offers 25 days' paid recreation leave per year, as well as 15 days' personal leave (which covers sick leave, carer's leave and emergency leave).

#### Long Service Leave

NOPSEMA offers 13 weeks' paid Long Service Leave after 10 years of qualifying service.

#### Additional Leave

A salary sacrifice option is available for NOPSEMA employees who wish to purchase additional recreational leave of up to four weeks. Extended periods of leave without pay may be negotiated and are assessed on a case-by-case basis.

## Career Development

At NOPSEMA we are committed to the development and growth of our employees. We have an active career development programme which consists of formal and informal training both on and off the job.

## Employee Assistance Programme

As part of our employment conditions, we work with an external company to provide a professional and confidential counselling service to NOPSEMA's employees and their immediate families, at no cost to the employees.

## Other Benefits

NOPSEMA promotes a safe and healthy environment and, dependant on the employee's position and circumstances, there is scope for the negotiation of flexible working arrangements to help create a work-life balance.

NOPSEMA ensures that showers and change room facilities located within NOPSEMA's two office buildings, in Perth and Melbourne, are available for use by its employees.

## Conditions of Employment

### APS Code of Conduct and Values

NOPSEMA adheres to and promotes the Australian Public Service Code of Conduct and Values. This requires all employees to exercise the highest ethical standards, behave with honesty, integrity, care, diligence, respect and courtesy. As a NOPSEMA employee you are expected at all times to uphold the reputation of NOPSEMA.

### Conflict of Interest

Prior to the commencement of employment, NOPSEMA employees must declare financial, trading and other personal interests that may be, or may be perceived as, a conflict of interest. This includes shares and financial interest in the oil and gas sector held directly by employees and/or their immediate family.

### Medical Assessment

All NOPSEMA employees are required to undergo a pre-employment medical assessment.

In addition, other employees who are expected to go offshore are required to undergo a medical assessment every two years and training in helicopter and underwater escape techniques. These assessments is organised and paid for by NOPSEMA.

### Time Offshore

The requirement for inspectors to go offshore is approximately eight times per year, usually for three days at a time in standard operating conditions.

### Security Clearance

Employees of NOPSEMA may be required to undergo a security vetting process.

### **Australian Residency/Citizenship**

Generally, all NOPSEMA employees are required to be Australian Citizens.

For more information about the benefits of a career with NOPSEMA, contact Human Resources at [careers@nopsema.gov.au](mailto:careers@nopsema.gov.au)