

Benefits
to live your best life

At TAL, you are supported to live your best life - from flexibility and blended working options to employer-funded and discounted insurance, wellbeing initiatives and ways to give back to community. Discover our range of employee benefits to help balance, reward and recognise you, so you can be your best and help protect This Australian Life.

Financial benefits

- TAL-funded Income Protection, Life, and Total & Permanent Disability (TPD) insurance for permanent employees (full cover starts after 6 months of service)
- All employees, family and friends can receive a discount on our insurance
- Discounts on everyday spending at over 500 popular Australian stores through our TAL Rewards Plus platform
- Novated leasing options
- Employee referral bonuses of up to $4,000 gross payment per referral

Contributing to the community

- TAL Community Foundation activities – including dollar matching of charity fundraising
- Participation in volunteering opportunities with our foundation partners
- Community Leave Time - paid leave to give back to the community
- Opportunity to join TAL employee and social networks including TAL Pride, Gender Committee, RAP Working Group, Disability Inclusion Working Group and Connect Social Clubs in Sydney and Melbourne

Support for your health and wellbeing

- Wellbeing resources to support your physical, mental, and financial health
- Discounted private health insurance plans with NIB
- Our Sydney office has on-site fitness facilities, with a fully equipped gym, daily boxing classes, HIIT, Yoga, Pilates, and Zumba
- Our brand-new Melbourne office in the central CBD features an on-site fitness centre and wellbeing classes
- End-of-trip facilities including bike racks and showers
- Employee Assistance Program (EAP) for you and your immediate family
- Complimentary annual skin health checks and flu vaccinations

Grow beyond expectations

- TAL leadership development and talent programs
- Payment of approved professional memberships
- Access to over 8,000 LinkedIn Learning programs and courses
- Education assistance (pre-approval required)
- Study and exam leave of 2 days per subject (for approved education)
- Global career opportunities within the Dai-ichi Life Group companies
- Learning and career development opportunities

Leave and flexibility

- Blended ways of working - mix of working from home and in the office
- Flexible work arrangements and working hours, part time work and job sharing*
- After one year, you can purchase additional leave
- After 3 years, you will receive an additional 2 days personal leave each year
- TAL funded Paid Parental Leave - support following the birth or adoption of a child. Permanent employees who are Primary Carers are entitled to 16 weeks paid parental leave and Secondary Carers are entitled to 6 weeks paid leave. No minimum tenure required
- 2 days of TAL Wellbeing leave in addition to your 20 days annual leave*
- Ability to substitute one public holiday a year for another day*

**Eligibility Criteria applies. Visit www.tal.com.au for more information.*