Discover the benefits of working at Monash College

For more detail on your benefits visit http://intranet.mcpl.monash.edu.au/hr/
Monash College is committed to providing a positive, healthy experience to staff and offers a range of benefits.

As part of the Monash team you have access to award winning health and wellbeing programs, innovative sporting facilities, work flexibility provisions, development and training opportunities, and a range of discounts. We encourage you to learn more about the great range of staff benefits that support a healthy balance between work, family and other commitments.

Health and wellbeing at Monash College’
Monash College employees can access a wide range of health and wellbeing programs, sporting facilities and services offered by Monash University.
Programs and services focusing on physical and mental health include:

**General health and wellbeing programs and services**
- Monash Health Revolution
- Monthly Wellbeing/Sport newsletter
- Online health and wellbeing portal
- Staff health checks
- Flu Vaccinations

**Mental health programs and services**
- Employee Assistance Program: Up to three free sessions with an external counsellor, access to 24 hour counselling hotline, consulting specifically for those managing staff, and online resources.
- Free counselling on campus
- Meditation classes and resources
- Mental Health First Aid training
- Mindfulness at Monash: Various courses to become more aware of current thoughts, feelings and surroundings, and how to change unproductive thought and behaviour patterns
- SafeTALK: Suicide awareness and first response training

**Physical activity and Monash Sport**
- 10,000 steps challenge: team-based walking challenge using pedometers
- Court hire: casual access to a variety of court sports on campus
- Campus walking maps
- Get Up and Go: walking buddy program
- Get active: sports and exercise options for staff
- GLOBAL walk/run: lunchtime on campus fun run
- Group fitness classes: cycling, yoga, pilates, aerobics and more
- On campus fitness centres: Membership opportunities featuring no joining fees and free fitness services (fitness testing, assessments, programs and more)
- Staff Wellbeing and Activity Program (SWAP)
- Social Sport: indoor soccer, netball, basketball - lunchtime and evening competitions
- Sports clubs: over 50 Monash University sporting clubs covering a wide range of sport
- Swimming: adult and childrens lessons, lap lanes, women’s programs
- TeamMONASH™: students, staff, alumni, friends and family that are a part of the Monash community who come together to represent the University at major sporting events, under the banner of TeamMONASH™
Staff discounts

Staff are eligible for various discounts on consumer products, including:

**Travel and tourism discounts:** Accommodation, airport lounge membership, airport car parking, car rental, hot air ballooning, travel insurance

**Retail goods discounts:** Computers, home delivered meals, magazine subscriptions

**Sport and health-related discounts:** BUPA health insurance, physiotherapy, sporting goods support

Equity and diversity

As a leading transition education provider, we understand the importance of the diverse cultures that make up Monash College. Monash College places great importance on ensuring that our employees’ experiences in the workplace respect and support diversity and the importance of our diverse cultural origins.

Monash College has in place a comprehensive Diversity and Workplace Conduct policy which:

- clearly outlines the objective of Monash College to be a diverse and inclusive employer where all current and prospective employees are treated with dignity, courtesy and respect.
- provides guidance regarding appropriate employer and employee workplace conduct in support of this objective.

Sustainability initiatives

Monash values environmental and social sustainability and aims to practice and promote sustainability within the local, national and international community. We have a wide range of initiatives to improve sustainability including a progressive Green Workplace Program and support for Fair Trade.

Monash measures, records and reports the carbon footprint of its Australian campuses to identify and understand all emission sources, and to develop strategies to reduce our carbon emissions.
Leave
A wide range of leave options are available to Monash College employees. A purchased leave scheme is available to employees who wish to voluntarily reduce their working year by up to two weeks per annum. Other leave entitlements including religious leave, career break leave and partner leave are also available.

Campus security
Provide advice and deliver a range of campus security services using the latest in electronic security technology to help ensure our campus communities remain safe and secure for all Monash students, staff and visitors 24 hours a day, seven days a week. An online campus security information video is available in eight Languages and signed language for the hearing impaired.

Library access
Employees have full access to extensive libraries and learning materials through the Monash University Library.

Onsite services
A range of onsite services are available at Clayton and Caulfield campuses including pool, bookshop, childcare, health service, food outlets, bank and post office.

Recognition of prior service
In some circumstances prior service is recognised for long service leave purposes. You may be eligible if you have worked for Monash University or another eligible institution as specified in the relevant Enterprise Agreement.

Salaries
Monash College offers a range of competitive salaries. Salaries are outlined in the Enterprise Agreements. As well as receiving the applicable negotiated salary increases as provided for in our Enterprise Agreements, Teaching Staff are eligible for incremental salary progression subject to satisfactory performance, and General Staff are eligible to participate in the Performance Linked Remuneration Scheme which recognises an employee's contribution.

Salary packaging
A range of salary packaging options are available to employees including:
- Child Care fees
- Monash Sport Health and Fitness membership fees
- Superannuation
- Qantas Club membership
- Professional Association memberships
Employee learning and development

Monash College has a strong commitment to employee development and professional learning.

Staff can apply for reimbursement of study fees and study leave when they undertake an approved course of study relevant to their role and future career at Monash College. Refer to the Study Assistance policy and procedure available on the Monash College intranet.

A number of professional development opportunities are available to employees including Vocational Vitality Time for teaching staff in MUELC and Diplomas programs and the Leadership in Practice Series for employees in leadership roles.

Superannuation

Monash College employees receive superannuation contributions in accordance with applicable legislation.

Continuing staff employed under the Monash College Pty Ltd Agreement 2009-2013 are entitled to 17% employer superannuation contributions.

Supporting parents at work

Monash College employees have access to Monash University childcare centres located at Clayton and Caulfield campuses. Camp Australia also provides a school holiday program at the Clayton campus.

Monash College has a flexible work framework to support parents at work.

Generous parental leave options are available for employees with 12 months or more continuous service - this includes maternity leave at full pay for the first 14 weeks and a further 12 weeks at half pay (which can be taken as 40 weeks half pay).

For employees with less than 12 months service, they are entitled to 1.16 weeks for each completed month of service.

Spouse/domestic partners are also eligible for 10 days paid partner leave at the time of the birth of the child.

Transport and parking

Monash campuses can be accessed in a range of ways. Free shuttle buses run between campuses, and there are many public transport options to choose from.

Monash also supports staff cycling to work with a range of bike parking facilities and a Bike Arrival Station at Clayton Campus.

On-campus permit parking is available at Clayton and Caulfield campuses. Parking fees can be salary packaged.

Career development

All positions are advertised internally including secondment, higher duties and maternity leave replacement positions in order to support career development.

International opportunities

Monash College offers international secondment opportunities from time to time.