

BENEFITS OF EMPLOYMENT



Yarra Valley Grammar values its employees as its most significant resource and recognises that employees are vital in maintaining our high standard of educational excellence. The success of our school is dependent upon the skills, energy, commitment and quality service given by all our staff.

Yarra Valley Grammar is committed to providing each employee with a working environment which will encourage the employee to develop and succeed to the best of her/his ability.

Some of the benefits of employment at Yarra Valley Grammar include:

SALARY PACKAGING

A salary package option is an arrangement to take salary partly in cash payment and partly in paid benefits. The objective is to reduce the amount of PAYG income tax deducted from the employee's salary. This is achieved by accepting a reduced "take home" pay, so that PAYG tax is based on a lower amount.

The balance of the employee's nominal salary is taken as specific paid benefits such as mortgage, vehicle lease payments, superannuation, school fees and a number of other items. These benefits are regarded as Fringe Benefits, and are taxed by the Australian Taxation Office (ATO). The Fringe Benefits Tax (FBT) levied by the ATO is payable by the employee in their salary package. As some of the benefits are concessional tax, the FBT is generally lower than the PAYG tax saved (depending on the employee's marginal rate of tax). Therefore a net tax saving emerges. For ATO purposes, the School is regarded as a rebateable employer, resulting in less FBT being levied against benefits accruing to employees through their salary packages and provides advantages not available in other industries. There is a lower limit, below which salary packaging does not provide any benefit.

Employees contemplating salary packaging are advised to see professional advice before committing to this option.

The School currently engages McMillan Shakespeare as its packaging consultants and administrators.

Salary packaging will continue to be offered ONLY if it remains consistent with Government legislation and if packaging ceases, staff members will NOT be compensated for any differences in nett income.

SMOKE FREE WORKPLACE

Yarra Valley Grammar is committed to providing a safe and healthy environment for its employees and students. For this reason, smoking within the School buildings and grounds is strictly prohibited.

PUBLIC HOLIDAYS

Public holidays for staff currently include all public holidays as gazetted by the government. In addition, the following days are currently taken as public holidays for all staff:

Maundy Thursday (day before Good Friday) if it falls within the School term

Monday before Melbourne Cup Day

STAFF ASSOCIATION

The Staff Association is an incorporated body. Staff members meet regularly to discuss a range of issues which affect staff members. The President and Secretary of the Staff Association meet with the Principal on a regular basis. The Salaries and Conditions Subcommittee usually meets with the Principal to discuss relevant matters and more specifically, the detail of assurance statements provided for staff members on an annual basis.

PROFESSIONAL DEVELOPMENT

Yarra Valley Grammar has a commitment to the professional development of all staff in areas of curriculum and technology. Staff are encouraged to develop a long term plan for their own professional development within the School. The Coordinator of Professional Development is available to assist you with your planning of this. Each new staff member is asked to nominate a mentor with whom he/she meets regularly to assist and support their induction into the School.

ON-SITE CAR PARKING

On-site car parking is available to all staff. The majority of staff car parking is provided in the main car park, the entrance of which is through Gate A off Kalinda Road .

Additional car parking is available through Gate B, off Kalinda Road near the Early Learning Centre and Gate C off Kalinda Road near Senior School .