

WORKING TOGETHER

THE BENEFITS OF WORKING AT UNIVERSITY OF MELBOURNE

The University of Melbourne is seeking to maintain (and enhance) the benefits and conditions that staff currently enjoy.

Some of these benefits include:

EA BENEFIT	ADDITIONAL POLICY BENEFIT	PROPOSED EA2009 BENEFIT
Work/ Life Balance		
<ul style="list-style-type: none"> ▶ 36.25 hr week for professional staff ▶ Penalty rates and time-off in lieu ▶ Flexible Working Arrangements (see below) 	<ul style="list-style-type: none"> ▶ Sports Centre (membership subsidised and salary packaging available) ▶ Staff Wellbeing Program ▶ Salary packaging of MTC membership, Ian Potter, Bookshop. 	
Parental leave and family-friendly working arrangements		
<ul style="list-style-type: none"> ▶ Better parental leave than in other sectors. (The median paid maternity leave entitlement in Australia is 6 weeks. The University offers up to 36 weeks – including the return to work bonus.) ▶ Part-time, annualised hours and part-year arrangements. <p>48/52 week leave arrangement</p>	<ul style="list-style-type: none"> ▶ Onsite child care ▶ <i>Work/Life policies</i> include: job sharing, flexi-time, home-based work for professional staff and extended family leave. 	<ul style="list-style-type: none"> ▶ The University has proposed to extend the parental leave entitlement to permanent carers. ▶ The University has proposed extending the 48/52 arrangement to offer 44/52, 46/52 and 50/52 week arrangements and to extend the arrangements to part-time staff (pro-rata).

EA BENEFIT	ADDITIONAL POLICY BENEFIT	PROPOSED EA2009 BENEFIT
Ongoing professional development and further education opportunities		
	<ul style="list-style-type: none"> ▶ Internal professional development program. ▶ 25% discount on University courses for staff (and immediate family) ▶ Scholarships for staff ▶ Secondment opportunities for professional staff 	
Generous remuneration		
<ul style="list-style-type: none"> ▶ High end of the sector (3 and 4 in G08). ▶ 17% superannuation (cf 9% compulsory) 		<ul style="list-style-type: none"> ▶ The University is proposing to offer choice of super funds.
A “fair” workplace		
<ul style="list-style-type: none"> ▶ Fair and transparent processes (eg. Linked Advancement, Review of Actions) 	<ul style="list-style-type: none"> ▶ Commitment to diversity and equal opportunity (policies, advisors, complaints procedures). ▶ New Bullying and Occupational Violence Policies (including network of advisors on bullying). ▶ Staff consultation on policy. ▶ Consultation and regular staff updates on important matters for staff (eg. RDM website, EB website). 	
A safe and healthy working environment		
	<ul style="list-style-type: none"> ▶ Emphasis on staff safety (eg. emergency phones on campus). ▶ Emphasis on staff health – Occupational Health Service, flu vaccinations. ▶ Counselling, dental, optical and medical services available for staff. 	

EA BENEFIT	ADDITIONAL POLICY BENEFIT	PROPOSED EA2009 BENEFIT
Salary packaging opportunities		
Enables remuneration packaging	<p>Numerous salary packaging arrangement offered through policy, including:</p> <ul style="list-style-type: none"> ▶ Additional Superannuation ▶ Asialink Membership ▶ Car Parking (University Provided) ▶ Child Care (University Provided) ▶ Ian Potter Museum of Art Membership ▶ Laptop/Notebook Computers ▶ Melbourne Theatre Company (MTC) Subscription ▶ Melbourne University Book Shop ▶ Mobile Phones ▶ Motor Vehicles (Novated Leasing) ▶ QANTAS Club (Lounge) Membership ▶ Sport and Recreation Membership Fees ▶ Superannuation Employer Contributions ▶ Self Education/Course Fees for University of Melbourne Courses 	
Academic Promotions		
	<ul style="list-style-type: none"> ▶ High success rates in academic promotion. ▶ Allows, in special circumstances, an academic career with a high level of specialisation in teaching or research; ▶ removes barriers to promotion for research-only staff ; ▶ creates a more flexible approach to academic work. 	

EA BENEFIT	ADDITIONAL POLICY BENEFIT	PROPOSED EA2009 BENEFIT
Recognition of staff contributions and achievement		
	<ul style="list-style-type: none"> ▶ Range of options to reward staff contributions in the Total Reward Program, including Professional Recognition Loadings, General Faculty Loadings and the Performance Bonus Scheme. 	
A great place to work		
	<ul style="list-style-type: none"> ▶ The University is one of the world’s best universities. ▶ Leading research and teaching institution. ▶ Innovative place of research (eg. the bionic ear and now the bionic eye) ▶ <i>The Parkville campus</i>: conveniently located, pleasant surrounds, great facilities (eg. library, Sports Centre, cafes, staff club), close to Lygon Street and just down the road from the CBD. 	