



# *Employee* **BENEFITS**

CALVARY EDUCATION GROUP



**ABOVE-AWARD PAY RATES**



**LONG SERVICE LEAVE**



**PARENTAL LEAVE TOP UP**



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## ABOVE-AWARD PAY RATES

The Calvary Education Group (CEG) operates in accordance with two awards, the Educational Services (Teachers) Award 2020 and the Educational Services (Schools) General Staff Award 2020.

The CEG is committed to paying above-award rates and we are constantly keeping track of pay rates across the system to ensure we are competitive and remunerating our team well. Our pay rates are revised annually and approved by our Board. Once confirmed they are communicated to team and available on our MyCalvary portal.



## LONG SERVICE LEAVE

CEG employees accrue long service leave at a higher rate than what is legislated at a State level. Our teaching team accrue at a rate of 1.30 weeks per year. Our non-teaching team accrue at a rate of 1.00 week per year (from January 1, 2023 only). We value stability and want to honour you for your lengthy service and commitment to our organisation.

Long service leave is calculated each fortnight during our regular pay run. Our Long Service Leave Policy is available via our PolicyConnect portal.





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## PARENTAL LEAVE TOP UP PAYMENT

We value family and want to provide you with support as you transition through the different stages of life. The CEG offers a top-up parental leave payment of a Board-approved percentage of the difference between your current salary and the government contribution. The percentage determined by the Board will be regularly communicated as required.

Our Parental Leave Policy is available to all team via our PolicyConnect Portal. Parental leave will need to be applied for via our online form and the team member will have to be eligible for the Paid Parental Leave Scheme and have indicated one of the businesses under CEG as their employer.



## DISCOUNTED COLLEGE & DAY CARE/ABV CARE FEES

### CALVARY EARLY LEARNING CENTRE & CALVARY CHRISTIAN COLLEGE

As an employee, you will be offered a discount to your ELC and Calvary Christian College fees (discounts do not apply to Eaton College). The discount rate is set by the College Executive and may be offered pro rata for those not employed full-time. Connect with the Finance Team to have this discount applied.







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### CALVARY ABV CARE

ABV Care is a government accredited and licensed outside-of-school-hours program, located on the same site as Calvary Christian College. The ABV Team are committed to providing an excellent level of care and supervision in order to support the busy lifestyles of our families. ABV Care offers Before School Care, After School Care & Vacation Care that is open to all students in Townsville, Prep – Year 7.

Calvary Education Group supports its Team by covering the Gap Payment between what you receive in Child Care Subsidy and the total cost of care. In order to access this benefit, please be aware of the following:

- You must be receiving the Child Care Subsidy.
- As ABV Care is a separate organisation, you will be required to enrol your own children in the service and organise Child Care Subsidy support through Services Australia (Centrelink).
- Once you receive an invoice from ABV Care for payment this can be forwarded to the Finance Team to be processed – the College will communicate with and pay the Gap Payment directly to ABV Care (we will be unable to pay Team Members directly or reimburse Team Members for payment already made).
- This benefit can only be applied to those Team Members who have working hours outside of school hours. For example – Teachers required to attend a regular Team Meeting on a weekday afternoon during term-time; Admin/Non-Teaching Team required to work weekdays beyond 3:30pm and school holiday periods; Team Members required to work during PD Weeks. If your normal working hours are not outside of school hours and you are required to work on a weekday afternoon during term-time, please let the Finance Team know via email to [ap@calvary.qld.edu.au](mailto:ap@calvary.qld.edu.au) and copy your upline.
- This benefit cannot be applied if a Team Member is on Leave or if their child has been absent from a pre-booked time at ABV Care.





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## RELOCATION SUPPORT

Relocation support is provided to new team and their family via Muval. Simply access the Muval portal via the following link for more information >> (<https://www.muval.com.au/partners/calvary-christian-college?ref=calvary>) or email Muval directly at [relocations@muval.com.au](mailto:relocations@muval.com.au) for assistance.

Muval will invoice the CEG directly for the cost of your move up to the maximum claim limit. Any additional costs will be invoiced directly to you for payment.

Our claim limits are indicated below:

MAXIMUM CLAIM LIMITS	ZONE 1 QUEENSLAND	ZONE 2 INTERSTATE	ZONE 3 INTERNATIONAL
SINGLE	\$3,000	\$5,000	\$7,500
COUPLE	\$5,000	\$7,500	\$10,000
FAMILY	\$7,500	\$10,000	\$15,000







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### GYM MEMBERSHIP CORPORATE RATES

With three great locations around Townsville, Strand Fitness offer a great gym for everyone. As a CEG team member, you and your family will enjoy the corporate rate of only \$15.95/week for all-access VIP membership (usually a cost of \$22.95/week).

Activate your corporate rate today - simply mention you are a CEG team member when applying for membership.



### SALARY SACRIFICE OPTIONS

Make the most of your income through our two salary sacrificing options - RemServ and Flare. For more information, contact RemServ and Flare directly for a quote:

#### RemServ

Web: <https://www.remserv.com.au/contact-us>

Email: [james.mcallen@remserv.com.au](mailto:james.mcallen@remserv.com.au)

#### Flare

Web: <https://www.flarehr.com/cars/contact>

Email: [james.driver@flarehr.com](mailto:james.driver@flarehr.com)





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## FLARE APP

Make every dollar count with the Flare Employee Benefits App. Access will be provided during the onboarding process. You will receive a 'welcome' email from Flare with instructions on how to sign up and save.



## EMPLOYEE ASSISTANCE PROGRAM

The CEG offers a free Employee Assistance Program (EAP) through Centacare NQ. An EAP is provided to assist you in managing personal, family and work related issues through access to qualified counsellors. Our EAP provides all of our team and their immediate families access to four free sessions annually.

If you would like to access an EAP session for yourself or an immediate family member, contact Centacare NQ on 1300 672 273. Mention the CEG while making your appointment.

