

Benefits of Working at Penrhos College

People who work at Penrhos College all agree on one thing – Penrhos is a fantastic, caring and supportive educational institution, and a great place to work.

Penrhos College seeks to attract the best people, highly values its employees, is a dynamic and innovative organisation, and has a range of staff incentives that make us a sought-after employer. Penrhos College is committed to, and values its staff by ensuring that they are provided with:

- A cooperative, team oriented and supportive culture;
- A focus on achieving excellence in their area of expertise;
- A culture where staff contribution is highly valued and encouraged;
- A wide range of professional work related experiences and activities directly relevant to education;
- Recognition for their contribution; and
- An environment that focuses on staff wellbeing.

In addition, the following are some of the benefits of working at Penrhos College:

Boarders' Weekends (Terms 1,2 & 3)

Penrhos offers a Boarders Weekend arrangement which is available to designated full time staff. Under the arrangement staff work an additional 10 minutes per day over the course of a year, in order to take time in lieu for the Boarders weekend breaks. This amounts to 4 days per year, creating three 4-day weekends, one in the middle of each of Terms 1,2 & 3.

Long Christmas Break

Generally the College closes down for approximately 2 weeks over the Christmas and New Year period. All non-teaching full time staff will be entitled to 3 days paid leave during the Christmas and New Year period, in addition to Public holidays.

Together with the Boarders weekends, this arrangement effectively provides an extra 1½ weeks leave each year!

Leave Loading

All staff are eligible for leave loading of 17.5% payable upon completion of each year of employment by Penrhos.

Beautiful grounds and facilities

Penrhos is set high on a hill on the site of the old South Perth Pine Plantation. It has views to the Perth foothills and to the West. The buildings themselves are surrounded by magnificent manicured gardens, including hundreds of yellow and white rose bushes. The site is 8 hectares in total.

Staff Wellness Program

Penrhos College healthy initiatives have included the provision of an annual "Healthy Breakfast" during the term, and free influenza vaccinations for all staff.

Penrhos College also promotes health and fitness by assisting staff to participate in Pilates or Yoga classes plus professional neck and shoulder massages in the workplace.



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Employee Assistance Program (EAP)

As a further commitment to staff wellness, employees of Penrhos College and their immediate families are provided with up to three counselling sessions to discuss any issues that concern them with an external, confidential counselling service.

Equal Opportunity Employer

Penrhos College is an equal opportunity employer. Our policies and recruitment practices have ensured a high calibre and diverse workforce.

Staff Communication

According to recent survey findings, effective internal communication was rated by 75% of Australian employees as an important factor in staff retention.

As such, Penrhos has developed a number of effective strategies for improving and maintaining the regular flow of information throughout the College;

- Weekly staff meetings on Monday mornings in an informal setting, enabling updates on important issues and events that occur at Penrhos College.
- Whole school meetings are held at the beginning of every term.
- The Principal's "open door" policy provides staff with the opportunity to communicate directly with her.
- Delicious morning teas every Friday provide staff with an opportunity to meet and socialise with management and other staff.

Additional methods of keeping staff updated include the Staff Weekly Newsletter, the Penrhos College website and Portal, the Penrhos Community News that is distributed approximately once a term, and the annual College magazine, The Penrhosian.

Staff Induction/Mentoring

An appropriate induction process is also indicated by Australian workplaces as being an important factor in retaining good performers. Penrhos College has developed a structured induction process, and mentoring program to welcome and familiarise new staff with their work environment, to quickly understand the organisation, get to know other staff, and clearly identify how they can most effectively and efficiently perform their role. The induction process removes barriers and the frustration of new staff having to 'figure things out as they go'.

Free Parking

Free parking is available at Penrhos for all staff. The College itself has easy and convenient freeway access North and South, is in close proximity to several shopping centres, one of which is among the largest in the state and within 15 minutes of the Perth CBD.

Support Services for Penrhos College Staff

Penrhos staff are provided with the tools and support required to perform their jobs effectively. The Penrhos College IT department ensures staff are equipped with appropriate technology to do their job. The on-site support is prompt and includes face to face support. A full time Chaplain is on-hand to offer the College community a comprehensive pastoral care program. There is also a Human Resources department to assist and support staff while the OSH Committee ensures that Penrhos College provides a safe working environment for all employees.

