

The RANZCP Employee Benefits Summary



Overview of the RANZCP

The Royal Australian and New Zealand College of Psychiatrists (RANZCP) is the principal organisation representing the medical specialty of psychiatry in Australia and New Zealand and has responsibility for training, examining and awarding the qualification of Fellowship of the College to medical practitioners.

The College has more than 5000 members, including around 3700 fully qualified psychiatrists (referred to as 'Fellows of the College') and almost 1200 members who are training to qualify as psychiatrists (referred to as 'trainees').

The vision of the College is:

“A fellowship of psychiatrists working with and for the general community to achieve the best attainable quality of psychiatric care and mental health”.

Through its various structures the College:

- Conducts a training and examination process for qualification as a consultant psychiatrist
- Administers the Continuing Professional Development Program (CPD) for practicing professionals
- Holds an annual scientific congress and various sectional conferences throughout the year
- Supports continuing medical education activities at a regional level
- Publishes a range of journals, statements and other policy documents
- Liaises with government, allied professionals and community groups in the interests of psychiatrists, patients and the general community.

History of the College

The Australian and New Zealand College of Psychiatrists was incorporated on October 28 1963. Its incorporation was procured by The Australasian Association of Psychiatrists (founded in October 1946) with a view to its continuing the work of the Association. The College was granted the prefix Royal on 9 May 1977. An official history of the College as an institution was commissioned in 1993 to commemorate its 50th anniversary year of the College.

Celebrating 50 years 1963 - 2013

The Royal Australian and New Zealand College of Psychiatrists has been training and examining psychiatrists for 50 years in 2013. Since its inception the College has been committed to providing quality care and advocacy for people who have mental illness.

For further information please refer to College website <https://www.ranzcp.org/About-us/Our-50th-anniversary.aspx>

Our Employees

Working environment

Approximately 90 employees comprises the workforce of the RANZCP.

Our employees are the most important asset of the RANZCP. At the RANZCP, a range of initiatives are offered to support employees in their work as well as recognising the achievements and contributions of individuals and teams.

Work Locations

The RANZCP Head Office is located in modern office space at 309 Latrobe Street in the heart of the Melbourne CBD. We occupy the 1st, 2nd, 7th and 12th floors with our open plan and office environment. Melbourne Central and Flagstaff Stations are on the doorstep, so too are tram stops and bus routes. Our immediate vicinity is well supported with an array of cafe's and restaurants, is within walking distance to Melbourne Central, Flagstaff Gardens and the famous Victoria Market.

There are also branches of the College in each State of Australia, and the ACT and a national New Zealand Office based in Wellington.

Employment Conditions

The RANZCP employees are engaged under terms and conditions of common law. A full copy of this agreement is provided with a letter of offer to the successful candidate.

Employee Benefits

Annual leave

Employees receive annual leave of four weeks per annum. A new employee starts to accrue leave from their first day (i.e. one week after 3 months service).

Leave loading of 17.5% is also payable annually in December.

Personal leave

A total of 10 days personal leave is allocated to each employee per year and can be utilised for personal sick leave or carers/family leave.

Long service leave

A total of 13 weeks long service leave is available following 15 years service, or 8.66 weeks for 10 years of service.

Parental leave

The RANZCP provides for paid parental leave, in addition to the standard provision of 52 weeks unpaid leave and other government funded policies. In accordance with the Staff Leave Policy employees are entitled to:

- Six weeks paid maternity leave

- One weeks paid paternity leave

Annual Salary Benchmarking

A benchmarking exercise of employee salaries is completed annually, with reviews payable in November each year. Benchmarking is based on a number of factors including CPI (Consumer Price Index), market movements, external benchmarking of similar organizations, affordability, and budgetary constraints.

Superannuation

The RANZCP contributes 9.50% in addition to your base salary to superannuation. Employees may make voluntary contributions to top up their super either pre or post tax.

Member Advantage Program

The RANZCP offers all employees the Member Advantage Program. The program provides employees with a range of outstanding benefits and significant savings on lifestyle and business products and services. Employees can access savings on car hire, health insurance, home loans, financial planning and accommodation, just to name a few.

Learning and Professional Development Opportunities

The RANZCP is committed to providing a supportive and rewarding environment for all employees and recognises that the quality, responsiveness, and professionalism of our workforce are linked to the further development of their skills and competencies. Through the structured annual performance planning and review system, training and development plans are formed which serve as the basis for identifying development needs. Employees are given the opportunity to attend in-house and external programs to enhance their professional and/or personal development. The RANZCP also considers applications for study assistance, study leave and professional membership and subscriptions on an individual basis in conjunction with the College policies.

Staff Service Recognition Program

The RANZCP provides its employees with a Staff Service Recognition Program to formally acknowledge and reward its employees for their contribution and service to the College. Staff service anniversaries are currently recognized for both permanent and fixed term employees for 3, 5, 10, and 15 years of service.

Years of Service	Value	Award
3	\$250.00	Employees choice of voucher
5	\$500.00	Employees choice of voucher
7*	\$350.00	Employees choice of voucher
10	\$1000.00	Employees choice of voucher
15	\$1,000.00	Employees choice of voucher

Health and Wellbeing

The RANZCP runs various Health and Wellbeing initiatives for employees throughout the year, including but not limited to educational seminars, flu vaccinations, workplace fruit boxes, and yoga classes.

Employee Assistance Program - External Support

Our Employee Assistance Program (EAP) is a professional, confidential counselling service for employees and their immediate family members. It is paid for by the RANZCP and is provided free of charge to employees and their family. This service is provided by an independent company called Davidson Trahaire Corpsych.

Monthly Corporate Drinks

Corporate drinks are generally held at the end of each calendar month onsite with each College department responsible for hosting and coordinating the event. This workplace activity offers staff the opportunity to socialise with employees across all departments of the College in an informal setting, assisting to develop inter-personal relationships and support work life balance.

Social Club

The Social Club brings employees together in a non-work environment through a variety of activities outside working hours and also offers special discounts on items such as movie tickets and entertainment books.

To find out more about current employment opportunities please contact our Human Resources department on 03 9640 0646 or via email recruitment@ranzcp.org or visit the College website www.ranzcp.org