

## 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. It is responsible for the best practice training and examination of doctors in the field of psychiatry, and awards the qualification of Fellowship (FRANZCP) to medical practitioners who meet the requirements to practise as qualified psychiatrists.

As a membership organisation, we support a range of events and activities and provide a variety of services to members. We deliver continuing professional development, support and enhance clinical practice, advocate for psychiatrists on a range of policy matters and advise governments and other groups on mental health care.

The RANZCP is a non-profit organisation dedicated to improving the mental health of communities through high quality psychiatric care, leadership, education and advocacy.

The RANZCP has more than 7,000 members, including around 5,100 qualified psychiatrists and almost 1,800 trainee members who are working towards becoming psychiatrists.

### Our history

The RANZCP was incorporated in 1963 and was granted the prefix Royal in 1977. To learn more about the College's history, [click here](#).

In 2013 the RANZCP celebrated 50 years of training and representing Psychiatrists.

A range of online resources were produced as part of the celebrations, which reflected on the history of the RANZCP and the future direction of Psychiatry.



### Our vision

Improve the mental health of communities through high quality psychiatric care, education, leadership and advocacy.

#### The RANZCP:

- 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.

Links to a selection of these resources can be found below:

#### [Video: Reflections on Psychiatry](#)

RANZCP Fellows, trainees and staff talk about their work and the future of psychiatry.

#### [Profiles of RANZCP Presidents](#)

Find out more about the men and women who have shaped the RANZCP.

#### [Historical photo galleries](#)

View photos from the RANZCP 's archives, from the 1940s to the present day.

# Our employees

## Working environment

The RANZCP currently employs over 110 staff. Our employees are our most important asset. 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

Head Office is located in a modern, open-plan office at La Trobe Street in the heart of the Melbourne CBD. Melbourne Central and Flagstaff Stations are on our doorstep, so too are tram stops and bus routes. Our office location is well supported with an array of cafes and restaurants, is within walking distance to Melbourne Central, Flagstaff Gardens and Victoria Market.

Additional interstate and overseas staff are based in the RANZCP's New Zealand National Office in Wellington, New Zealand, as well as in Australian Branch offices in Sydney, Brisbane, Adelaide, Perth, Hobart and Canberra.

## Employment conditions

Employees are engaged under terms and conditions of common law. A full copy of this agreement is provided with a letter of offer and Fair Work Information Statement to all Australian employees prior to their commencement.

# Employee benefits

## Monthly Rostered Day Off

The RANZCP is committed to our employees' mental and physical health and wellbeing and offers opportunities to promote a healthy work-life balance.

We offer all eligible staff one paid day off work per calendar month worked (calculated on a pro-rata basis for part-time employees). Employees are not required to accrue additional hours to qualify.

## Working hours

Working hours for a full-time employee are 37.5 hours per week. Normal business hours are between 8.30am and 5.00pm from Monday to Friday, including a one-hour lunch break.

## Leave loading

A leave loading allowance of 17.5% is payable annually in one lump sum in December of each year.



## Long service leave

A total of 13 weeks' long service leave is available following 10 years of service.

## Parental leave

Eligible employees receive paid parental leave, in addition to the standard provision of 52 weeks unpaid leave and other government funded allowances. In accordance with the Staff Leave policy employees are entitled to six weeks' paid maternity leave and one week's paid partner leave.

## Annual salary benchmarking

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

## Salary packaging

The RANZCP offers salary packaging which allows employees to tailor the mix of salary and benefits to best suit their personal needs. Salary packaging allows you to make the most of your remuneration.

## Fringe Benefits Tax (FBT) partially rebatable organisation

As a non-profit organisation the RANZCP is entitled to a specific rebate for any Fringe Benefits Tax paid. This is applied under Section 65J of the Fringe Benefits Tax Assessment Act. This means that the Fringe Benefits Tax paid is less than the rate applied to many employees. The rate at which an employee of a non-profit organisation pays FBT is approximately half the rate paid in private industry or the public sector.

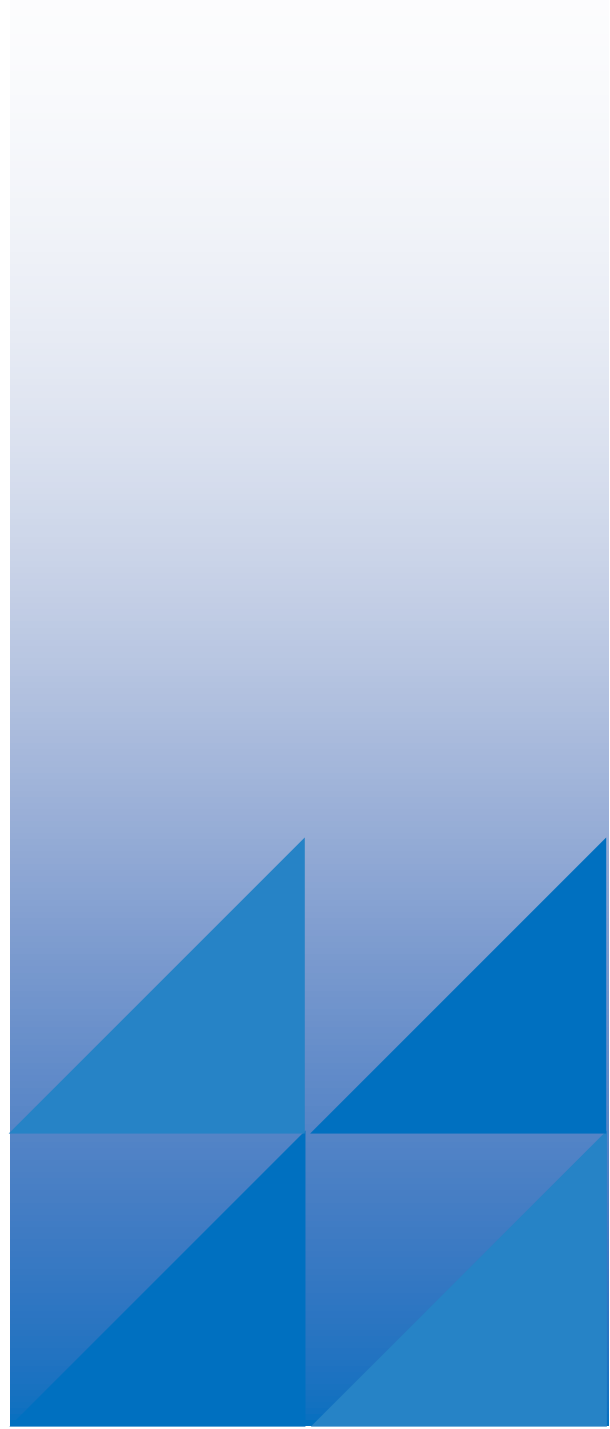
This advantage is subject to an upper limit often referred to as a 'cap' Grossed-up limit. The current cap limit is \$30,000.00.

## Holiday period at the College

The Board, in conjunction with the Chief Executive Officer reviews a number of gifted leave days to RANZCP staff as an appreciation for their efforts throughout the year between the Christmas/New Year office closure period.

## Member Extras program

The RANZCP offers all employees access to the Member Extras program. Staff can enjoy exclusive discounts and offers on a number of products and services across automotive, travel, business, health & wellbeing, entertainment and shopping.



## Learning and professional development opportunities

Through annual performance planning, 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.

## Staff Service Recognition Program

We provide our employees with a Staff Service Recognition Program to acknowledge and reward contributions and service to the College. Staff service anniversaries are recognised for permanent and fixed term employees when they reach 3, 5, 7, 10, and 15 years of service.

## Health and wellbeing

The RANZCP runs various Health and Wellbeing initiatives for employees, including seminars, flu vaccinations, fruit boxes and yoga classes.

## Employee Assistance Program - external support

Our Employee Assistance Program is a complimentary and confidential counselling service, available to all employees and their immediate family members.

## End of month social drinks

A staff social function is generally held at the end of each calendar month. This workplace activity offers staff the opportunity to socialise with colleagues across all departments in an informal setting.

## Staff Socialisation Program

We are enthusiastic about creating opportunities for our staff to participate in activities to enhance employee satisfaction and motivation. The aim of the Staff Socialisation Program is to develop further opportunities for staff to interact in sociable and creative activities outside of the work environment to further enhance interpersonal relationships, teamwork and productivity.

## Social Club

The Social Club brings employees together in a non-work environment through a variety of activities outside working hours, offers special discounts and entertainment books.

To find out more about current employment opportunities, please contact our Human Resources department on 03 9640 0646, email [recruitment@ranzcp.org](mailto:recruitment@ranzcp.org) or visit [www.ranzcp.org](http://www.ranzcp.org).

