

FINANCE

HEALTH

WELLBEING

BUNDABERG CHRISTIAN COLLEGE

EMPLOYEE

BENEFITS

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Employee BENEFITS

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COMPETITIVE PAY RATES

At Bundaberg Christian College (BCC), we believe in recognising and rewarding the efforts of our staff in accordance with biblical values. All staff are remunerated under the *BCC Enterprise Agreement*. As outlined in the Agreement, staff benefit from structured annual increases to their salary or wage, negotiated in line with comparable education sector standards.

The College seeks to maintain parity with Queensland State School teacher salaries, supporting fair and competitive remuneration. Salaries and wages are paid fortnightly via electronic transfer to a bank account of the employee's choice, and all current pay scales are detailed in the Agreement.



LONG SERVICE LEAVE

BCC values long-term service and provides enhanced LSL entitlements under the Enterprise Agreement.

- All permanent full-time employees accrue LSL at **1.3 weeks per year** of service.
- Part-time and casual staff accrue pro-rata based on hours worked.
- Non-teaching staff may access LSL during unpaid school holidays.

LSL is available after **7 years of continuous service**, with the maximum **13 weeks** granted at 10 years, and additional 7.5 weeks for every further 5 years. Pro-rata payout is available from 5 years on resignation, retirement or death (conditions apply). Staff may apply to:

- Take LSL at half pay
- Cash out a portion (minimum 4 weeks must remain), with written agreement



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50 % DISCOUNTED FEES

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As an employee, you will be offered a **50% discount** to your Bundaberg Christian College fees. The discount rate is set by the College Board and may be offered pro rata for those not employed full-time. Connect with the Finance Department to have this discount applied.



PARENTAL LEAVE

BCC supports families and values the important season of welcoming a new child. Staff are entitled to parental leave in accordance with the National Employment Standards (NES) and enhanced provisions under the *BCC Enterprise Agreement*.

- **14 weeks paid maternity** or adoption leave (or 28 weeks at half pay)
- **10 days paid spousal leave** (plus up to **5 additional days** from personal/carer's leave)
- **Unpaid parental leave** of up to 2 years, with the option to work part-time during the second year (by agreement)
- **Return-to-work guarantee** to the same or comparable role
- **Transfer to a safe job** or paid leave where medically required during pregnancy

These entitlements apply to eligible full-time, part-time, and long-term casual employees. Paid parental leave continues to accrue superannuation and other benefits. The College also supports access to government-funded parental leave without affecting College entitlements.



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OTHER LEAVE

At BCC, we offer a wide range of leave options that reflect our values and support the diverse needs of our staff. In addition to standard leave entitlements, employees may access the following:

- **Short-Term Mission Leave:** 1 week paid leave plus up to 2 weeks unpaid per year to participate in Christian mission work, locally or overseas.
- **Sporting Leave:** Up to 5 paid days per year for staff competing, coaching, or managing at a state, national or international level.
- **Special Leave:** Personal leave or unpaid leave may be approved for significant events (e.g. family weddings), with prior approval.
- **Domestic & Family Violence Leave:** Up to 10 days of paid leave per year, with flexibility and support to ensure confidentiality and safety.
- **Natural Disaster & Emergency Leave:** Paid leave available to support staff impacted by events such as floods or bushfires.
- **Study Leave & Subsidies:**
 - Up to 50% reimbursement of approved course fees.
 - Unpaid study leave (up to 12 months after 5 years' service).
 - Bursaries may be available, with a return-of-service period
- **Community Service Leave:** Paid leave for jury duty and approved court appearances.
- **Additional Leave for Non-Teaching Staff:**
 - Up to **1 paid day per term** (excl. ELC staff).
 - Paid College shutdown leave between Christmas and New Year (for full-time staff).



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SALARY SACRIFICE OPTIONS

College offers staff the opportunity to enhance their financial wellbeing through SalPac's comprehensive salary packaging program. By allocating a portion of your pre-tax salary towards eligible expenses, you can reduce your taxable income and increase your disposable earnings.

Available **Salary Packaging Options** Include:

- **Vehicles:** Novated leases and fully maintained vehicle packages.
- **Mortgage and Rent Payments:** Allocate pre-tax income towards your home loan or rental expenses.
- **Living Expenses Card:** A convenient VISA debit card to cover everyday purchases like groceries, bills, and clothing.
- **Meal and Entertainment:** Cover dining out and accommodation expenses.
- **Superannuation Contributions:** Boost your retirement savings with additional pre-tax contributions.
- **Work-Related Expenses:** Include laptops, mobile phones, professional memberships, and more.
- **Education Costs:** Tuition fees and other self-education expenses.
- **Remote Area Benefits:** For eligible employees in designated remote areas.

Participation in the salary packaging program is voluntary and subject to eligibility criteria. It's recommended to consult with a financial advisor to understand how salary packaging can benefit your individual circumstances.

For more information or to explore your options, please contact our Finance department.



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BARISTA COFFEE

BCC understands that a good cup of coffee can make all the difference in your day. That's why we've invested in commercial-grade barista coffee machines across key staff areas.

We proudly serve locally roasted coffee beans, freshly supplied to ensure quality and flavour. Staff receive on-site training to confidently use the machines, with optional support from our in-house coffee enthusiasts. Whether it's a quiet moment before class or a mid-morning pick-me-up, you can enjoy café-quality coffee without leaving campus—on us.



FREE GYM ACCESS

Enjoy convenient and cost-free access to the fully equipped College Gym, available exclusively to staff outside of school hours. Located in the Sports Complex (SC3). Whether you're into strength training, cardio, or functional fitness, the gym offers a great space to support your health and wellbeing—right on campus.

No membership fees, no travel time—just bring your towel, water bottle, and enjoy the benefits. Complete a brief induction and user agreement to get started.



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EMPLOYEE ASSISTANCE PROGRAM



At BCC, we are committed to the holistic wellbeing of our staff. Through our partnership with **Abound**—a Christian-aligned EAP provider—we offer confidential support services to assist employees in navigating personal and professional challenges.

- **Confidential Counselling:** Access to accredited Christian counsellors and psychologists for support with mental health, relationships, grief, stress, and more.
- **Flexible Access:** Choose from in-person, video, or phone sessions to suit your comfort and convenience.
- **Wellbeing Resources:** Utilise a range of learning materials and tools available through Abound's secure online platform.
- **User-Friendly Dashboard:** Manage appointments, track progress, and access resources through an intuitive digital interface.
- **Training and Workshops:** Participate in professional development opportunities focused on emotional health, resilience, and workplace well-being.

All services are designed to be confidential, easily accessible, and aligned with our Christian values. For more information or to access the EAP services, please visit the [Abound platform](#) or contact our Human Resources department.