

## **Canberra Girls' Grammar School**

### Some CGGS Specific EO Benefits:

#### **Job Sharing:**

The School has implemented three job-sharing opportunities for members of staff. There are two female Receptionists who work either a morning or afternoon time shift. This has been successful in its implementation.

#### **Superannuation & Employee Insurance:**

The School contributes the superannuation guarantee contribution in respect of all staff. If staff members contribute 5% to superannuation, then an extra 5% is paid by the School. This is available to all employees who work more than half of the full-time equivalent. After two years of continuous service, the School provides all permanent full-time employees and those permanent part-time employees working more than 20 hours per week with the benefit of a percentage of their salary in the event of illness.

#### **Maternity Leave:**

Female teaching staff members are entitled to 14 weeks Maternity Leave. Staff members in positions other than teaching are entitled to 12 weeks Maternity Leave, even though this is not a requirement in some of the current Awards. The School is flexible in agreeing to requests from female teachers who wish to take an additional twelve months of leave after having twelve months leave which includes Maternity Leave. It is the experience of the School that the female teachers have benefited from the additional leave. The practice of the School to enable female members of staff to request and be granted part-time workloads when they return from Maternity Leave is innovative in that the School would prefer to retain effective teachers and other members of staff and be flexible in their working arrangements.

#### **Staff Contacts for Interview:**

Miss Susan Just, Principal

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Mrs Millie Paton, Receptionist (Job share)

02-6202 6400

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Mrs Lynn Royes, Receptionist (Job share)

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Mrs Renee Macdonald, Acting Head of Roberston House (recently returned from Maternity Leave)

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