



**UNSW**  
THE UNIVERSITY OF NEW SOUTH WALES

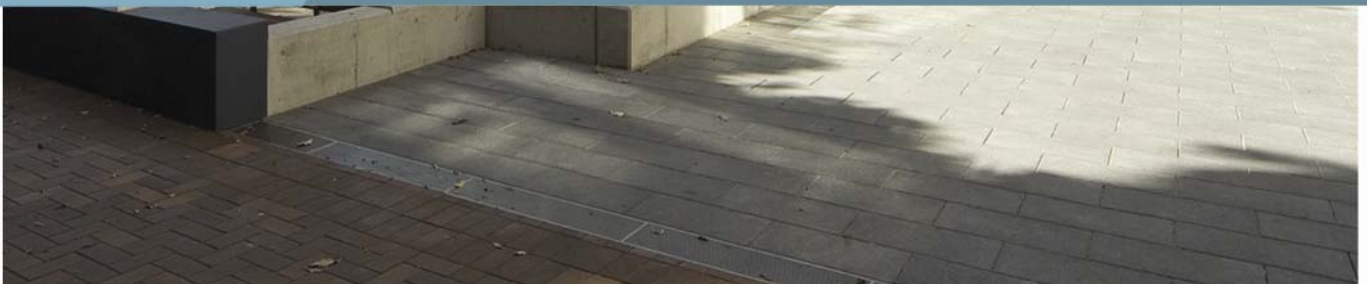
# Lecturer/Senior Lecturer

School of Psychiatry

Ref: 9072

Never Stand Still

Medicine



**LECTURER / SENIOR LECTURER**  
**THE UNIVERSITY OF NEW SOUTH WALES**  
**UNSW MEDICINE, SCHOOL OF PSYCHIATRY**  
**REF: 9072**

**Salary Level**

**Level B (Lecturer):** A\$86,626 - A\$102,121 per year pro rata (plus 17% employer superannuation and leave loading)

**Level C (Senior Lecturer):** A\$105,216 - A\$120,711 per year pro rata (plus 17% employer superannuation and leave loading)

Applications are invited from suitably qualified medical practitioners, psychologists or allied health professionals for the position of Lecturer/Senior Lecturer in the School of Psychiatry at the University of New South Wales. This is a full-time fixed term position available from January 2013. The appointment is initially for two years.

The successful candidate will be responsible for providing high level support to the activities undertaken by the Department of Developmental Disability Neuropsychiatry in Intellectual Disability (ID) Mental Health. Responsibilities will include: leadership of existing and new research programs, development of service models in ID Mental Health and teaching and training in ID Mental Health.

Almost half a million Australians have intellectual disability. People with intellectual disability experience a diverse range of health problems and future doctors and specialists need to be equipped to deal with this complex range of health needs. The Department of Developmental Disability Neuropsychiatry was established in 2009 by the Chair of Intellectual Disability Mental Health within the School of Psychiatry. The Department supports the mental health needs of individuals with intellectual disability through the education and training of health professionals, and by conducting research with a particular focus on the neuropsychiatry of intellectual disability. The Department aims to become a leading academic and research facility in this area.

UNSW has a strong reputation for outstanding research and teaching in Psychiatry. The School of Psychiatry is widely accepted as the leading academic department of Psychiatry in Australia and one of the leading psychiatric research groups internationally.

Applicants should address the selection criteria found within the position description, in their online application.

An applicant may be required to undergo pre-employment checks prior to appointment to this role.

For further information about the position, please contact the Head of the Department of Developmental Disability Neuropsychiatry, Associate Professor Julian Trollor on telephone (61 2) 9931 9160 or email [J.Trollor@unsw.edu.au](mailto:J.Trollor@unsw.edu.au)

**Applications close: 23 November 2012**

**THE UNIVERSITY OF NEW SOUTH WALES**  
**UNSW MEDICINE, SCHOOL OF PSYCHIATRY**  
**LECTURER/ SENIOR LECTURER**  
**POSITION DESCRIPTION**

**JOB PURPOSE**

To actively develop the research and teaching profile of the Department of Developmental Disability Neuropsychiatry within the School of Psychiatry, by actively seeking/applying for research grants and project sponsorships, producing peer reviewed publications, leading existing research projects, supervising research students, and contributing to curriculum development and teaching.

**MAIN DUTIES**

**General Duties**

To make significant contributions to the research and teaching capacity of the Department of Developmental Disability Neuropsychiatry within the School of Psychiatry.

**Specific Duties**

**Lecturer**

The successful applicant will be expected to:

- Contribute to the development of high quality, ID Mental Health research program.
- Attract competitive and other funding.
- Develop and deliver evidence-based teaching and training in intellectual disability mental health for diverse audiences including health, disability and consumer and carer sectors.
- Encourage and facilitate the translation of research findings into relevant ID Mental Health policies, programs and services in NSW, including the development of service models.
- Write and publish high impact academic publications describing research results and present findings.
- Engage and promote research interests in ID Mental Health.
- Supervise student research projects at honours, masters and PhD levels.
- Undertake academic administrative functions under the direction of Head of the Department of Developmental Disability Neuropsychiatry.
- Ensure that the work for which they are responsible is carried out in ways, which safeguard the ohs of staff or students in their charge and visitors, including contractors whom they engage

**Senior Lecturer**

A Senior Lecturer is expected to play a major role in scholarship, research and academic activities within the School. Specifically, in addition to the above, the appointee will be expected to:

- Develop a high quality, ID mental health research program.
- Play a major role in scholarship, research and academic activities including leadership of a research team.
- Provide a research environment for the recruitment of higher degree students.
- Take a major role in the Department's management, including in the coordination of the research and teaching programs.

## **ENVIRONMENT**

### **Position Context**

The Department of Developmental Disability Neuropsychiatry is part of the School of Psychiatry, and was established by the Chair of Intellectual Disability Mental Health. The Department supports the mental health needs of individuals with intellectual disability through the education and training of health professionals, and by conducting research with a particular focus on the neuropsychiatry of intellectual disability. The Department aims to lead academic work in Intellectual Disability Mental Health.

The School of Psychiatry is widely reputed as the pre-eminent psychiatric research department in the country, and one of the leading university groups internationally. It is located at the UNSW teaching hospitals at various metropolitan sites in the Sydney region and in rural New South Wales. The main administrative unit is located within the Black Dog Institute at Randwick.

The School is a dynamic organisation and has a reputation for excellence and success in attracting nationally competitive research grant funding. It participates in teaching UNSW's undergraduate medical students and administers post graduate research and coursework programs.

For further information on the School of Psychiatry, visit the website at: <http://psych.med.unsw.edu.au/>

### **Statistics**

- Around \$13 million annual external research income
- 69 Academic staff
- 119 Professional and Technical Staff
- 162 Conjoint Staff
- 17 Visiting Fellows
- 50+ Higher Degree Students (doctorate etc.)

### **Reporting Relationships**

- Supervisor's title: Chair, Intellectual Disability Mental Health
- Other positions reporting to the supervisor: Various academic, research and administrative staff within the Department
- Positions reporting to this position: The incumbent will be required to supervise research staff and higher degree students.

### **Pre-employment checks required for this position**

Based on the duties, responsibilities and requirements of this position, appointment to this position is subject to satisfactory completion of the following pre-employment checks:

- qualification verification

An applicant will be required to undergo pre-employment checks prior to appointment to this role.

## **PRINCIPAL ACCOUNTABILITIES**

- Establish and manage a comprehensive research program in Intellectual Disability Mental Health
- Teach undergraduate and postgraduate students in Intellectual Disability Mental Health
- Develop strategies to enhance Intellectual Disability Mental Health teaching, training and workforce capacity
- Submit peer reviewed publications in Intellectual Disability Mental Health
- Apply for competitive funding
- Supervise higher degree students
- Mentor and guide research staff to optimise research outcomes and support their continuing professional development

## **SELECTION CRITERIA**

### **Lecturer**

- Medical qualifications registerable in NSW, or qualifications as a registered psychologist or allied health practitioner
- Record of scholarship and work in an academic environment or equivalent
- Record of achievement in research and peer reviewed publications
- Demonstrated experience in teaching and supervision at undergraduate level
- Teaching experience in Intellectual Disability or Mental Health
- Strong record of successful interaction with government authorities and professional organisations, particularly capacity to work effectively across sectors providing support to people with intellectual disability
- Knowledge and understanding of NSW public health sector
- Willingness and capacity to implement required OHS policies and safe work practice
- Ability to implement equal opportunity and diversity policies and programs

### **Senior Lecture**

In addition to the above:

- Distinguished record of scholarship and excellence in academic leadership or equivalent
- Record of significant achievement in independent research and international / peer review publications
- Demonstrated experience in teaching and supervision at postgraduate level

## **STAFF OF THE SCHOOL OF PSYCHIATRY**

### **HEAD OF SCHOOL AND SCIENTIA PROFESSOR**

Philip Bowden Mitchell, AM, MB BS *Syd.*, MD *UNSW*, FRCPsych, FRANZCP

### **DEPARTMENT OF HUMAN BEHAVIOUR**

#### **Associate Professor**

Ute Sybille Vollmer-Conna, BSc PhD *UNSW*

### **PRINCE OF WALES HOSPITAL**

#### **Scientia Professors**

Gordon Barraclough Parker, AO, MB BS *Syd.*, DSc MD PhD *UNSW*, FRANZCP

Perminder Singh Sachdev, AM, MB BS MD PhD *UNSW*, FRANZCP

Henry Brodaty, AO, MB BS *Syd.*, DSc., MD *UNSW*, FRACP, FRANZCP

#### **Professors**

#\*Brian Michael Draper, MB BS *UNSW*, MD *UNSW* FRANZCP

\*Florence Levy, MB BS *Melb.*, MPh *Yale*, MD *UNSW*, FRANZCP

Cynthia Shannon-Weickert, BA., PhD., *CUNY*

#### **Associate Professors**

\*John Brennan

\*Vijaya Manicavasagar, BSc(Psychol) MPsychol PhD *UNSW*

\*Carmel Peisah, MB BS, MD *UNSW*

Judith Proudfoot

\*Carolyn Quadrio, MB BS *W.Aust.*, DPM *Otago*, PhD *Syd.*, FRANZCP

Julian Norman Trollor, MB BS, MD, *UNSW*, FRANZCP

\*Wei Wen, BE JIT *China*, PhD *Syd*

#### **Senior Lecturers**

\*Jillian Ball, BA MA PhD *UNSW*

\*Michael Dudley, AM, MB BS *Syd.*, BD *Melb.*, FRANZCP

\*Dusan Hadzi-Pavlovic, BSc MPsychol *UNSW*.

\*Maryanne Cecile O'Donnell, MB BS MD *UNSW*, FRANZCP

Thomas Weickert, MPhil., PhD., BA., MA., *CUNY*

\*Chanaka Wijeratne, MB BS *UNSW*, FRANZCP

#### **Lecturers**

\*Anna Bradshaw

\*Jackie Curtis, MB BS *UNSW*, FRANZCP

\*Charles Post Doutney, MB BS *Syd.*, FRANZCP

\*Daniel Gibson, MB BS *UNSW*, FRANZCP

\*Francis Paul Hume, MB BS *Syd.*, FRACP, MRCPsych

\*Jagdeep Sachdev, BSc, MB BS, DCH, MD *Panjab*, FRANZCP

\*Laurie Power, MB BS *W.Aust.*

#### **Associate Lecturers**

\*Annette Altendorf, PhD, *Hannover*

\*Louisa Gibson, BSc (Architecture), BSc (Psychology) *Syd.*

\*Claire Thompson, BA (Hons) *Qld.*

\*Claire Wakefield, B Psych (Hons), MPH, *Syd.*

\*Adrienne Withall. PhD, BSc (Hons), *Syd.*

\*Zhen Zhang, MB BS, MCommMed, *UNSW*.

## **ST VINCENT'S HOSPITAL**

### **Professor**

John Gavin Andrews, MB ChB MD *Otago*, DipPsyMed *Melb.*, FRANZCP, FRCPsych, AO  
Vaughan Carr, MB BS, MD, FRCPC, FRANZCP

### **Professor**

\*Kathleen Anne Wilhelm, AM, MB BS MD *UNSW*, FRANZCP

### **Senior Lecturers**

\*David James Burke, B Med *N'cle*, FRANZCP  
\*Rocco Crino, BSc(Psychol) PhD *UNSW*, MPsychol *Syd.*, FRANZCP  
\*Caroline Hunt, BSc(Psychol) MPsychol *UNSW*  
Melissa Green  
Kristin Laurens  
\*Alistair McGeorge, BSc, MBChB, FRANZCP

### **Lecturers**

\*Lisa Anne Lampe, MB BS, FRANZCP  
\*Mark Montebello, MB BS *W.Aust.*, FRANZCP  
\*Peter Sternhell, MB BS *Syd.*  
\*Omar Marwat, MB BS, *Syd.*  
\*Peter McEvoy, BSc (Hons), M Psych (Clinical), PhD., *W.Aust.*  
\*Olav Nielssen, MCrim., *Syd.*, FRANZCP

### **Associate Lecturers**

\*Louisa Norrie, MB BS, *Syd.*

### **Visiting Professor**

Helen Madeleine Lapsley, BA *Auck*, MEd *Syd*

### **Honorary Visiting Fellow**

Richard Hudson

## **ST GEORGE HOSPITAL**

### **Professor**

Colleen Keng Ai Loo, MB BS MD *UNSW*, FRANZCP

### **Senior Lecturer**

\*Andrew Martin Pethebridge, MMed, BSc MB BS *Syd.*  
Samuel Harvey, MBBS MRCP MRCPsych PhD

### **Lecturers**

\*Anne Camac, MB BS, FRANZCP  
\*Kevin Clarke, MB BS  
\*David Hughes, MBBS *Mon*  
\*Jarret Johnston, MB BS, BSc (Med) *UNSW*  
\*Sylvia Lim-Gibson, BSc (Med) MB BS *UNSW*, FRANZCP  
\*Elizabeth Mackenzie, MB BS *UNSW*, FRANZCP  
\*Gregory John Patterson, MB BS *Syd.*, FRANZCP  
\*Peter Young, MB BS *Syd.*, FRANZCP  
\*Ruth Miriam Zwi, MB BCh MMed (Psychol) *Jo'burg*, FRANZCP

### **Visiting Professor**

Edward White, PhD, MSc, PGCEA

## **SUTHERLAND HOSPITAL**

\*William Bruce Andrews, MB BS *UNSW*, FRANZCP

## **SOUTH EASTERN SYDNEY AND ILLAWARRA AREA HEALTH SERVICE**

### **Associate Professor**

\*Beth Kotze, MB BS *Syd.*, FRANZCP

## **SYDNEY SOUTH WESTERN AREA HEALTH SERVICE**

### **Professors**

\*Bryanne Ethel Waldie Barnett, MB ChB *Aberd.*, MD *UNSW*, FRANZCP

Valsamma Eapen

Derrick Michael Silove, MB ChB *Cape T.*, MD *UNSW*, FRANZCP

### **Associate Professors**

Philip Bentley Ward, BMedSc PhD *UNSW*

Zachary Steel, BA MPsychol *UNSW*

### **Senior Lecturers**

\*Robert Brooks, PhD *UNSW*, BSc *UWA*

\*Jeffrey Cecil Cubis, MB BS *Syd.*, PhD *UNSW*, FRANZCP, FFCAP

\*Roy Sugarman, BA (Appl Psych), MA (Clin Psych), Phd (C Psychol), MAPS

\*John Taylor, MB BS *Syd.*, MD *UNSW*, FRANZCP

### **Lecturers**

\*Ishrat Ali, MB BS *Punjab*, MRCPsych

\*Kevin Ludlow Clarke, MB BS *UNSW*, FRANZCP

\*Gary Flynn, MB BS *UNSW*, FRACGP, FRANZCP

\*Boregoinda Girischandra, MB BS *India*

\*Rajeev Jairam, MB BS *Bangalore*, MD Psych, FRANZCP, RANZCP

\*Claire Jones, MB BS *London*, FRANZCP

\*Philip Lambert, MBChB *Manc.*, FRANZCP

\*Susheel Manambrakkat, MB BS, MD (Psych)\*Jose Alberto Menendez, MD *Urug.*, FRANZCP

\*Sidney Oen, MB BS *Syd.*, FRANZCP

\*Stuart Saker, MB BS, BA, MPH, MRCPsych

\*Tessa Slade, MRCPsych *UK*

\*Sujaya Sringeri, MD (Psych)

\*Sam Vadali, MB BS *India*, MRCP *UK*, MRCS *Eng.*, LRCP BAPhil *Lond.*, FRANZCP

\*Renate Wagner, PhD *Vienna*, DipHEd *UNSW*

\*Casimir Liber, MB BS, FRANZCP

## **ST JOHN OF GOD HOSPITAL**

### **St John of God Health Care Professor of Perinatal and Women's Mental Health**

Marie-Paule Veronique Austin, MB BS *Monash*, MD *UNSW* FRANZCP

## **JUSTICE HEALTH**

### **Professor**

\*David Mace Greenberg, MB, ChB, FF Psych *SA*, MMed(Psych), FRCPC, FRANZCP



### **Associate Professor**

\*John Vincent Basson, MB ChB *Edin.*, FRCPsych, FRANZCP

Kimberlie Dean, BMedSci(Hons) MBBS MRCPsych MSc PhD

\*Dan Howard

\*Jonathan Phillips

### **Senior Lecturer**

\*Stephen Hember Allnutt, MBChB *Stell.*, FRANZCP

\*Robert Reznik

\*Anthony Hobart Samuels, MB ChB *Jo'burg S.Af.*

### **Lecturers**

\*Rosalie Wilcox, MB BS, *UNSW*, FRANZCP

\*Jacqueline Canessa, BA Med., *Syd.*

\*Michelle Eason, Master of Nursing, *Syd.*

\*Claire Gaskin, MB BS, MRCPsych, *Lond.*

\*Michael Giuffrida, FRANZCP, *Syd.*

\*Leila Kavanagh, Fellowship of RANZCP, *Tas.*

\*Adrian Keller, MB BS *Syd.*, FRANZCP

\*Murray MacKay, FRANZCP, *Syd.*

\*Jeremy O'Dea, MB BS, FRANZCP, *Syd.*

\*Barbara Sinclair, BDS, Mpharm, MMPS, MBChB (FRANZCP), *Otago*

\*Andrew Walker, MCrim, *Syd.*

\*Colman O'Driscoll, RN, BNS, *Dub.Coll.*

### **RURAL HEALTH**

#### **Lecturer**

#\* Merryn Wild, MB BS, BMedSc

\*Denotes conjoint appointment

# UNSW APPLICATION FORM



THE UNIVERSITY OF  
NEW SOUTH WALES

Key: \* denotes required field and must be filled in.

## PART 1 – POSITION DETAILS

<b>Position Reference Number: *</b>	
<b>Position Title:</b>	
<b>Where did you see the position advertised?</b> (eg. Sydney Morning Herald, UNSW website)	

## PART 2 – PERSONAL DETAILS

<b>Title:</b>		
<b>First Name: *</b>		
<b>Last Name: *</b>		
<b>Date of Birth:</b>		<b>Gender:</b> <input type="checkbox"/> Female <input type="checkbox"/> Male
<b>Are you an Australian Citizen or Permanent Resident?*</b> <input type="checkbox"/> Yes <input type="checkbox"/> No		
<b>If no, are you eligible to work in Australia (please attach supporting documentation)</b> <input type="checkbox"/> Yes <input type="checkbox"/> No		
<b>If required, would you be willing to undergo a criminal record check?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No		
<b>If required, would you be willing to undergo a working with children check?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No		
<b>Address: *</b>		
	<b>Suburb/City:</b>	
	<b>State:</b>	<b>Postcode:</b>
<b>Country: (if outside Australia)</b>		
<b>Telephone *</b>	<b>Home: *</b>	( )
	<b>Work: *</b>	( )
	<b>Mobile:</b>	
<b>Email: *</b> (eg. user@domain.com)		

## A. PART 3 – EMPLOYMENT DETAILS

### (a) INTERNAL APPLICANTS (current UNSW staff)

<b>Employee ID: *</b>	
<b>B. Please select your current employment status: *</b>	
<input type="checkbox"/> Continuing appointment <input type="checkbox"/> Fixed-term	
<b>Position Title:</b>	
<b>School/Dept:</b>	

**(b) EXTERNAL APPLICANTS**

<b>Current Position:</b>			
<b>Current Employer:</b>			
<b>Have you previously been an employee of UNSW? *</b> <input type="checkbox"/> Yes <input type="checkbox"/> No			
<b>Employee ID:</b> (if known)		<b>Last Employment Date:</b>	
<b>Position Held:</b>			
<b>School/Dept:</b>			
<b>Are you, or have you ever been a Casual staff member, at UNSW? *</b> (please tick) <input type="checkbox"/> Yes <input type="checkbox"/> No			
If yes, please indicate your <b>Employee ID</b> (if known):			
<b>Are you, or have you ever been a student, at UNSW? *</b> <input type="checkbox"/> Yes <input type="checkbox"/> No			
If yes, please indicate your <b>Student ID</b> (if known):			

**PART 4 – REFEREES****REFEREE 1**

<b>Name:</b>			
<b>Position:</b>			
<b>Company:</b>			
<b>Telephone:</b>		<b>Facsimile:</b>	
<b>Email:</b>			

**REFEREE 2**

<b>Name:</b>			
<b>Position:</b>			
<b>Company:</b>			
<b>Telephone:</b>		<b>Facsimile:</b>	
<b>Email:</b>			

**REFEREE 3**

<b>Name:</b>			
<b>Position:</b>			
<b>Company:</b>			
<b>Telephone:</b>		<b>Facsimile:</b>	
<b>Email:</b>			

## PART 5 – CONSENT TO SCREENING

I authorise The University of New South Wales and their agents to undertake any of the appropriate checks to validate personal claims I have made in this application. I understand that these checks will be used to validate my identity, employment history, academic history and qualifications. I authorise The University of New South Wales to undertake such checks as may be applicable to this position, including but not limited to:

- Identity Check
- Entitlement to work
- Criminal record check
- Employment history verification
- Educational qualification verification
- 12 month address verification

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## PART 6 – ATTACH APPLICATION LETTER ADDRESSING SELECTION CRITERIA, AND ATTACH RESUME

\* via email to [recruitment@unsw.edu.au](mailto:recruitment@unsw.edu.au):

**Include the following: Application Form, Application Letter addressing the Selection Criteria and your Resume.**

### Notes:

- If requested in the advertisement, copies of academic transcripts and qualifications should be included in the resume.
- Selection Criteria: It is essential each criterion is addressed. This is your opportunity to demonstrate you meet the criteria.

# INFORMATION ON THE BENEFITS OF WORKING AT UNSW

## Benefits of Working at UNSW

The University of New South Wales (UNSW) is one of the leading teaching and research universities in Australia. Renown for the quality of its graduates and its commitment to new and creative approaches to education and research, the University motto - Scientia Manu et Mente ("Knowledge by Hand and Mind") - encapsulates the University's central philosophy of balancing the practical and the scholarly.

## University Environment

UNSW offers a modern, dynamic and innovative teaching and learning environment with extensive social and recreational facilities. The UNSW campus is a compact yet beautiful, architecturally sophisticated setting, offering an enviable, cosmopolitan lifestyle for staff and students. Study and research facilities are comprehensive, with a widely acclaimed library network housing more than two million volumes, extensive electronic resources and access to volumes held in libraries at all major Australian research institutions. There is an award-winning bookshop on campus and a vast array of student services available.

UNSW has hundreds of sport and recreational clubs and societies for staff and students including several classical music groups who perform regularly. There is also a top class gymnasium with a fully equipped weights/cardio room, indoor swimming pool and a range of classes and courts to suit all fitness needs.

The UNSW campus boasts a vibrant cafe scene and is situated in the beautiful Eastern suburbs of Sydney just minutes from the famous Coogee and Bondi beaches. In addition, the local area is renowned for its large number of high quality, award winning, restaurants and cafes all of which are just minutes away. UNSW also boasts the famous National Institute of Dramatic Arts (NIDA) and the Randwick racecourse as neighbours.

## Employer of choice for women



UNSW has been recognised for creating a work culture that supports and advances women with an Employer of Choice for Women citation. The award comes from the Equal Opportunity for Women in the Workplace Agency (EOWA).

The University was acknowledged as one of only 115 organisations across Australia that actively recognise and address the needs of female workers, to assist them to reach their full potential in the workplace.

## University Diversity

UNSW values the diverse social, economic, cultural and religious backgrounds of its employees and promotes this by providing an accessible campus environment, flexible work practices for those with family and other responsibilities or with disabilities, including training on diversity management and cross-cultural communication.

As an UNSW employee you will be able to enjoy a safe and non-discriminatory environment and have the same opportunities to benefit from employment as other employees. In relation to employment equity, staff can access work opportunities such as staff development and training, promotion and re-evaluation, higher duties and a suitable and safe working environment.

## Leave Entitlements

Leave entitlements for academic staff are outlined in the *UNSW (Academic Staff) Enterprise Agreement 2011* (the Enterprise Agreement). For specific information on academic staff entitlements please view the Enterprise Agreement at the following link: [http://www.hr.unsw.edu.au/services/indrel/UNSW\\_Academic\\_Staff\\_Enterprise\\_Agreement\\_2011.pdf](http://www.hr.unsw.edu.au/services/indrel/UNSW_Academic_Staff_Enterprise_Agreement_2011.pdf)

As set out in the Enterprise Agreement, UNSW offers generous parental leave entitlements covering such situations as maternity leave, adoption leave and partner leave. UNSW offers 26 weeks paid maternity/adoption leave and partner leave of two (2) weeks paid leave is available.

## Salary

Salary is paid fortnightly (every second Thursday) calculated up to and including the Thursday. Payment is made to a bank, building society or credit union account nominated by the employee. The University's flexible payroll systems allow premiums, medical and hospital fund contributions, and credit union deposits or repayments.

## Tax Effective Salary Packaging Options

The University recognises the value to employees of flexible remuneration planning. Salary sacrificing is one way to provide this flexibility. The principle aim of salary sacrificing is to legitimately restructure the way you receive your salary to suit your individual needs and potentially maximise your take home pay. This is achieved by allowing you to receive part of your salary in the form of benefits rather than receiving it all as salary.

Benefits include

- **Child Care**
- **Electronic Diary or Personal Digital Assistant (PDA)**
- **Laptop or Notebook Computers**
- **Lifestyle Clinic (UNSW Medicine)**
- **Motor Vehicles**
- **Parking**
- **Superannuation**
- **Membership of the UNSW Fitness and Aquatic Centre**
- **Association of Tertiary Education Management**

## Superannuation

The University offers a generous superannuation scheme with up to 17% employer contributions available to most staff on contracts of 2 years or more. For contracts of less than 2 years an employer contribution of 9% is paid. UNSW employees who are members of the Superannuation Scheme for Australian Universities (SSAU) and the UNSW Special Purposes Superannuation Scheme have the option of salary sacrificing.

## Family Friendly Work Practices

UNSW has a comprehensive range of family-friendly work practices in place to assist staff maintain a work-life balance. These practices are designed to find the best possible match between the interests of the University and those of individual employees and can include flex-time, permanent part-time work, tele-commuting (working from home), job sharing, provision of child care, recognition of carer's responsibilities and generous, flexible leave, such as parental leave and carer's leave.

## Onsite Car Parking

In addition, onsite parking is available for staff for a nominal fee.

## University-Based Child Care Centres

There is a range of child care related assistance offered by the University. Child care waiting lists can be long, so it is advisable to inquire about places well in advance. The centres which provide places for children of staff are Tigger's Place, the House at Pooh Corner and Kanga's House.

<b><i>Tigger's Place</i></b>	Priority is given to staff of UNSW. Hours: 8.15am – 6:00pm Places for 40 children (15 babies and toddlers, 25 children aged 2.5 – 6 years)
<b><i>The House at Pooh Corner</i></b>	Priority given to UNSW students, then staff, then the community Hours: 8:00am – 6:00pm, 48 weeks per year Places for 72 children, ages 6 weeks to 5 years
<b><i>Kanga's House</i></b>	Priority given to staff of UNSW and local community. Hours: 8:00am – 6:00pm (babies room 5:30pm) Places for 99 children aged 3 months to 5 years.

A ***child care salary packaging scheme*** is available to staff using the University's work based child care centres. This scheme allows staff to allocate a portion of their pre-tax salary for child care.

## Other Services

**The University Library** and its services are available to staff. Upon receiving your employee number and completing an application form you will have full borrowing rights.

**UNSW Fitness and Aquatic Centre** is located on the lower campus and is open seven days a week offering a wide choice of recreational and fitness activities for groups and individuals. Activities available include the use of the University swimming pool, and cardio/weights gym, a comprehensive group fitness timetable and the hire of volleyball, basketball, indoor soccer, badminton, table tennis, tennis and squash courts.

**In addition, UNSW Sport and Recreation** offers a wide range of sports clubs, and recreational courses and activities. A sample of the courses offered includes archery, ballroom dancing, scuba diving, martial arts, sailing, skydiving and yoga. More information is available at [www.sportandrec.unsw.edu.au](http://www.sportandrec.unsw.edu.au)

**The University Health Service** The University Health Service is an Accredited General Practice and is located on the ground floor of eastern wing of the Quadrangle Building. Private General Practitioners operate within the service. Students and OSHC card holders are bulk billed.

An **Optometry Clinic** offers staff and students general eye examinations, specialist low vision services, colour vision assessment, vision training, sports vision assessments and contact lens fitting. Eye examinations are covered by Medicare. Spectacles and contact lenses are supplied at a reduced cost.

A free and confidential **Staff Counselling Service** is available to University staff through the UNSW Employee Assistance Program (EAP) which is provided by an independent firm engaged by the University.

**Chaplains** from a variety of religious denominations are available.

**The National Institute of Dramatic Art (NIDA)** is located on the Kensington Campus. Several student productions (some free) are held during the year in the NIDA theatre or the Parade Theatres, which are on Anzac Parade. The School of English, Media and Performing Arts holds public performances in the Io Myers Studio. Various student groups also stage productions and reviews during the year.

**The Australia Ensemble** is resident at the University. Each year it performs six evening concerts in the Sir John Clancy Auditorium and holds free daytime rehearsals before each concert which staff and students may attend. Other musical highlights include performances by The Collegium Musicum Choir, the UNSW Orchestra, Pipers Wind Band and UNSW Opera.

**Banks and Credit Unions** are located around the University. The Commonwealth Bank, the ANZ Bank and Unicom have separate branches and a number of ATMs are located on campus. A range of other banks and credit unions are located within short walking distance at Randwick.

## **Transport**

All employees have access to the use of several undercover parking stations located on the University. For a small fortnightly salary deduction, employees can enjoy this 24 hour service on a daily or long term basis.

The University is well serviced by public transport buses both to and from the University. Special express bus services are also available for staff and students. The State Transit Authority have a help line open from 6am to 10pm, the number is 131 500. State Transit also has a web site located at <http://www.131500.com.au/>.