

IONA
COLLEGE

Staff Matters

May · 2023



Welcome to Iona College

IONA COLLEGE WAS BUILT BY OUR COMMUNITY, FOR OUR COMMUNITY.

In 1957, the Oblates of Mary Immaculate were gifted land at Lindum by the Brisbane Archdiocese, and given the challenge of creating a new Catholic school for boys to serve the local community.

With little more than an old farmhouse and a vision, the Oblates set to work.

But they were not alone.

They were joined by local mothers and fathers who bought into that vision in the hope of a good education and brighter future for their sons, clearing fields, digging drainage channels and doing what they could to build the new school, and a new community.

Iona has always been, and will always be, about our people.

St Eugene de Mazenod implored all Oblates, and those who work with them, to be “close to the people”. This guide is an expression of that.

Our vision for you as an employee is the same as it was for the Oblates in 1957 – to create an environment where every person can develop and grow, be enriched by the experience, and be proud and grateful to call themselves an Ionian.

Working at Iona is more than a job. It is the opportunity to connect to your higher purpose and mission, and be embraced and connected to a community of like-minded professionals engaged to contribute to something bigger than themselves.





Pastoral and spiritual



Wrap-around support

- Oblates available to support families
- Caring parish community
- Oblates available to visit sick family members
- Catholic Mass held daily in the Chapel, and on Sundays at 7.30am



Myriad spaces

- Able to host funerals, baptisms and weddings
- Dedicated staff lunch room and reflective areas including Chapel, quiet room, Reflect Engage Collaborate (REC) Room

History and tradition



A rich community

- Be part of a long-standing, supportive community
- Ionian for life: True and strong sense of belonging to a warm and vibrant community.
- Former staff invited back to be part of the annual Founders Day Assembly
- Very strong Old Boys and Parents & Friends associations
- Dedicated to serving our community since 1957
- Strong sense of identity, and genuine sense of community



Professional



An ecosystem of learning

- Strong relationships with universities' pre-service teacher programs
- Various staff committees to join and be heard
- Flexibility with timetabling
- High standards for students, teachers and professional staff
- State-of-the-art facilities
- Specialised subject facilities: Flight simulators, marine biology labs, laser / plasma cutters
- Professional Growth Training (PGT) Program inside load allocation
- Graduate program
- First-aid training and refresher courses, including CPR
- Scholarship program for professional development
- State-of-the-art IT equipment provided to staff
- Onsite IT help desk
- Opportunities to be involved in student excursions, retreats, camps, tours, work-experience visits, sport and music



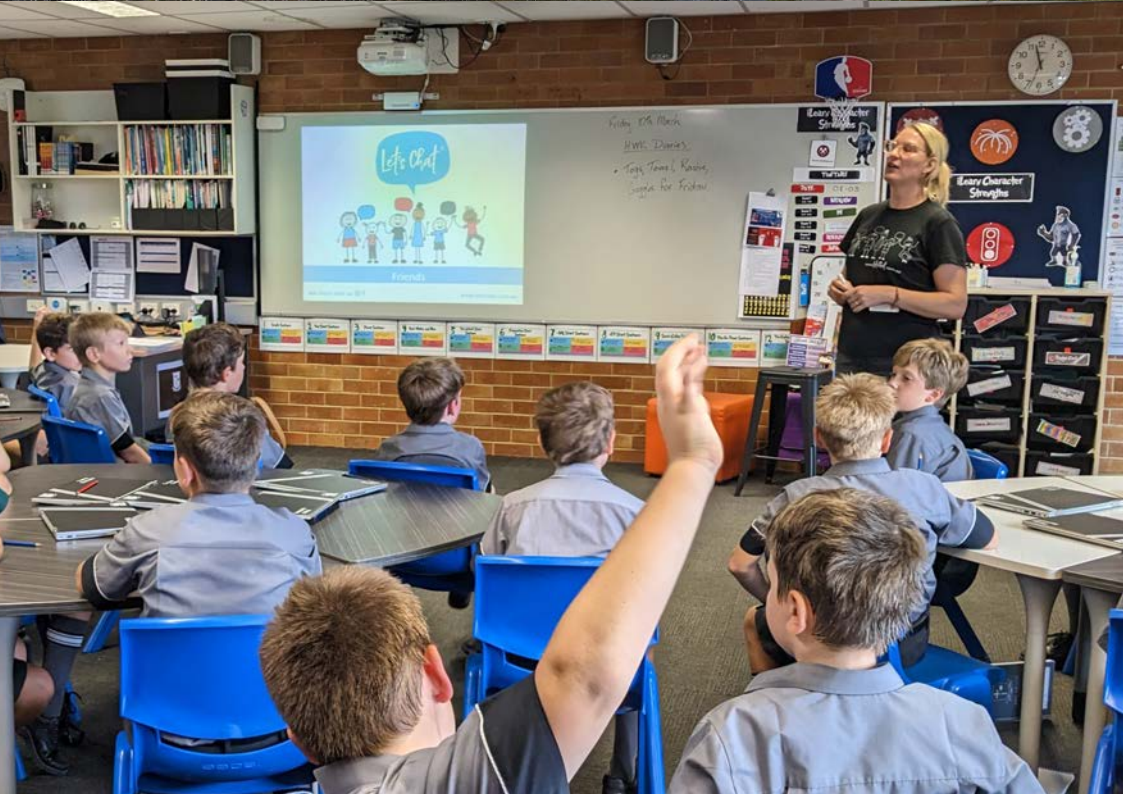


Financial



Recognition of contribution

- Enhanced superannuation contributions
- Enhanced Long Service Leave provisions
- Salary packaging of almost any benefit including mortgage repayments, vehicles, rent payments, school fees and more
- Corporate discounts with Medibank Private and Bupa
- Tax-deductible corporate uniform











Lifestyle and social



A world of activity

- Staff discount for accommodation at Glendalough Outdoor Education Centre at Peregian
- Tennis courts, cricket nets, basketball courts, ovals, Olympic-size pool and gym (after safety inductions)
- Access to complimentary tickets to sporting events (NRL, AFL, rugby union) when available
- The '306' Social Club
- Birthday clubs
- Staff retreat
- Annual Christmas lunch
- Tennis club
- Pilates club
- Art club
- Onsite staff café / Senior canteen serving coffee, breakfast, morning tea and lunch
- Nutritious, ready-made family meals available for purchase
- In-house catering for functions and event
- Catering to various dietary requirements
- On-site barber

Humanity



Support for parents

- Fourteen weeks of paid parental leave, with access to 10 paid Keeping in Touch Days as directed by the College, per the EBA
- Breastfeeding and expressing facilities for returning mothers
- Discounted Iona College school fees for sons of staff



Support for you

- Culture of care and compassion
- Strong philanthropic opportunities with Rosies Outreach, Oblate Mission Action Day
- Diversity is respected and prioritised
- Engaged with Quandamooka community peoples
- Committed to environmental sustainability and initiatives



Support for wellbeing

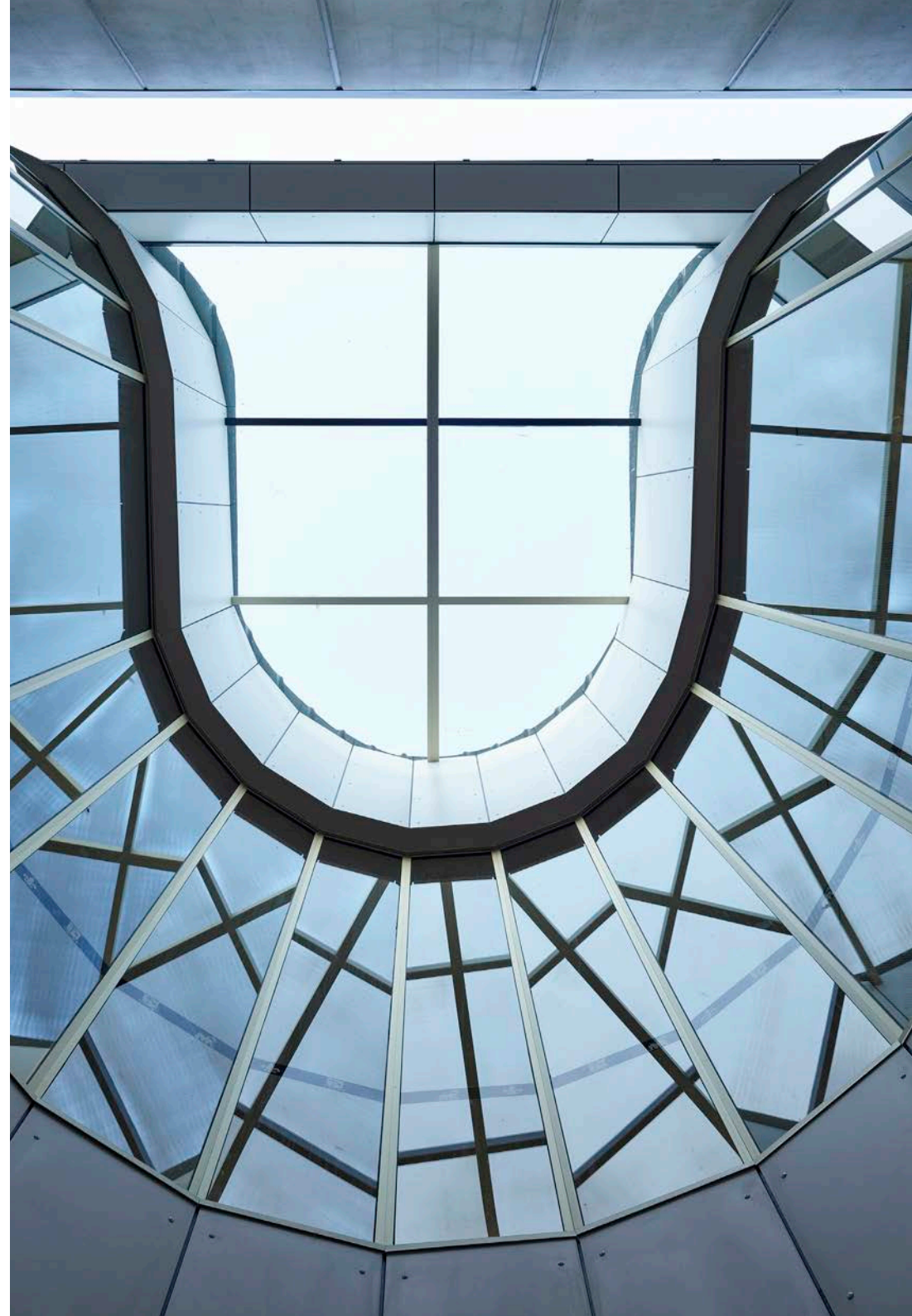
- Staff wellbeing online platform
- Happy Families online subscription
- iThankYou holiday (an additional paid day of leave to be taken each year per the College Annual Calendar)
- Gratitude days, such as World Staff Day
- Respectful Relationships Committee
- Staff Wellbeing Mornings, including massage therapy, reflexology, mindfulness, aqua activities, tennis, running, gym circuits and more
- Access to confidential counselling services via Employee Assistant Program (EAP)
- Registered nurses on site
- Average 38-week teaching year

Location

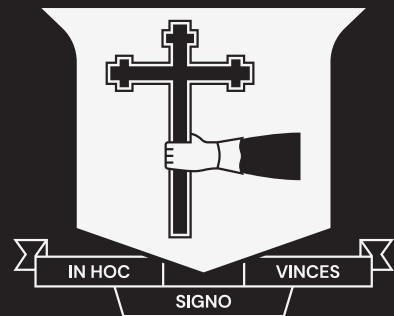


The centre of learning

- On-site parking and direct public transport access by bus or train
- Close to Gateway Motorway
- 12 minutes from Brisbane Airport, 25 minutes from the Brisbane CBD, 7 minutes from Wynnum foreshore
- Close to local shops and amenities
- 69-acre campus with an abundance of green space and shaded outdoor areas







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