

# STAFF WELLBEING PACKAGE

Proud of who we are, what  
we know and what we can  
achieve.

# Working at Pinehurst School.

## WHY PINEHURST?

Pinehurst is one of New Zealand's leading independent schools. We offer children care, guidance and exceptional opportunities, in and out the classroom, from the age of 5 to the final days a young person has in school before heading to university or the world of work.

The school is in Albany, on Auckland's North Shore, a few minutes from the motorway and from one of Auckland's largest shopping malls. Our grounds are large, green and fringed with trees; but our school is small enough to ensure that nobody gets lost. There are around 1100 students in total, and we think that this is just about the perfect number: everybody knows who everyone is, and we are large enough to offer a very wide range of opportunities inside and outside the classroom.

Our school is a caring one: ours is a family. As in all families, there is a diversity of views and opinions, and we encourage those to be expressed within the context of our professional respect for each other. That said, there are core values which inform all that we do. Pinehurst's mission includes providing each student with an excellent education in a safe, supportive environment that promotes self-discipline, leadership, motivation and excellence in learning, for example, and this is something we all believe in, and expect all of our staff to support. We also want students to develop skills to become independent and self-sufficient adults who will succeed and contribute responsibly in the global community. Ours is a community led by values.

Our classes are smaller than you will find in other schools: this helps our teachers to offer children individual attention, and to make sure that they are supported and challenged in their learning. This, fundamentally, is what matters to us more than anything else.

There are benefits to working at Pinehurst: you will see these in this package. But the biggest benefit of all is that you will be joining a community that will support your development in your role, and that will enrich your life.

# Teaching, Learning and Students.

Nothing matters more than the relationship between a teacher and a young person. It's the foundation of learning, and supports the happiness of the whole community. At Pinehurst, our wonderful students enable teachers to build an environment where the focus is always on learning.

- Class sizes are small: up to 22 in the primary school, between 15 and 25 in Years 7-9, and averaging around 15 in Years 10-13. In Years 12-13, it's not unusual to have classes of fewer than 10 students. Small classes lead to individual attention, and the time to devise responses that address student's specific learning needs.
- A calm, settled atmosphere in the classroom and around the school. We have clear expectations of students' conduct, and they nearly always exceed our expectations. You always have the time and the environment for real teaching and learning.
- Excellent resourcing: you have the technological resources you need, the classroom environment to support learning and the additional resourcing of the Cambridge International Examinations system. You have all the support you could possibly need.
- A settled, rigorous assessment system. We teach the Cambridge International Examinations system from Years 1-13. We were the first school in New Zealand to do so. That means that we have a secure, internationally-recognised, stable and rigorous assessment framework, supported internally, nationally and internationally by other teachers.

# Your Pay and Other Financial Benefits.

When you come to Pinehurst, we do all we can to recognise your hard work and commitment.

## **WE OFFER:**

A generous pay package positioned about 5% above the state salary (teachers only)

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A staff discount of 50% pro-rata on tuition fees at our school for permanent staff

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Continuation of employer Kiwisaver contribution after the age of 65; (subject to separate Terms and Conditions)

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Generous financial assistance for your post graduate studies: between 50% and 75% reimbursed for most courses (subject to separate Terms and Conditions)

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A generous two-year income protection insurance package to give you peace of mind (subject to separate Terms and Conditions)

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Full payment for your teacher registration (teachers only)

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A full parental leave package in line with that provided by state schools (teachers only)

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An extended July holiday to refresh you for the second part of the year (teachers only)

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50% subsidy for annual or six-month Gym membership (payable July and December each year) up to the value of \$10.00 per week (subject to Terms and Conditions)

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Discounts at a wide range of providers\* through our N3 employee discount scheme

# Other Benefits.

Apart from the teacher and learning benefits, the financial package and the pleasure of working with our wonderful children, why else would you want to work at Pinehurst?

A beautiful environment, fringed with native trees swaying in the wind

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Paid long service leave after seven years at our school

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A 50% subsidy for your annual health check or mole map, up to the value of \$150.00 (subject to Terms and Conditions)

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A \$25.00 subsidy for your initial consultation with Peace and Performance Osteopaths on Bush Road (subject to Terms and Conditions)

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Free Yearly Flu Vaccine

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A family atmosphere: staff, students and the community all together

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An Employee Assistance Programme should you ever need support

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The collegiality of a community who will always support you as you develop your career

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Travel discounts available with Travel Associates for holiday packages, coach touring, cruising (subject to Terms and Conditions)

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Regular staff social events, with food and drinks frequently provided, even at staff meetings!

# Terms and Conditions.

## **1. GYM MEMBERSHIP**

- Lump sum payment for membership can be reimbursed in the next payroll run by providing HR Manager with receipt and membership details.
- Weekly, fortnightly or monthly payments for membership are reimbursed in July and December each year. Statement showing payment/s to be provided to HR Manager.

## **2. HEALTH CHECK/MOLE MAP**

- Reimbursement is for initial check-up. Please provide the HR Manager with receipt of payment made by you. Health care insurance claims are not reimbursed unless there is a shortfall that has been paid by you. Treatment and follow up appointments are covered by the individual.

## **3. PEACE AND PERFORMANCE OSTEOPATHS**

- Initial one-hour consultation and assessment fee payable to Peace and Performance Osteopaths is reduced from \$85.00 to \$50.00. Pinehurst will reimburse \$25.00 to you in your next pay upon providing a receipt to the HR Manager.
- Initial one-hour consultation and assessment under ACC - fee payable to Peace and Performance Osteopaths is \$30.00 and Pinehurst will reimburse \$25.00 to you in your next pay upon providing a receipt to the HR Manager.
- Subsequent appointments are 45 minutes. Normal fee is \$85.00 however for Pinehurst staff the fee is reduced to \$50.00 (no Pinehurst subsidy is provided for subsequent appointments).

## **4. TRAVEL DISCOUNTS**

Staff Leisure discounts when booking the following travel components:

- Holiday Packages: All packages exceeding \$1000 per person, you will receive a \$50 per adult discount for being a Pinehurst staff member.
- Coach Touring: All Tours of 7 Days or Longer, you will receive a 5% discount on total tour cost.
- Cruising: All Cruises will receive a 3% discount on the Fare component of the price – Port taxes/government charges and all other fees will not be discounted.
- Covermore Travel Insurance: 10% discount off your premium for worldwide travel policy

## **5. GENERAL**

To be eligible for any of the benefits outlined in the Staff Wellbeing Package you are required to be currently employed at Pinehurst school.

If the benefit is subject to terms and conditions and it is not covered on this page, please see Human Resources.

TRAVEL<sup>™</sup>  
ASSOCIATES

Our experience counts.

