

ABOUT CHALLENGER TAFE

Challenger TAFE is an industry and community-focussed organisation with a driving commitment to high quality training and development. The college has ten specialist training centres which offer nationally recognised qualifications which have been developed and endorsed by industry.

The college consists of campuses and centres located along the coastline south of Perth from Fremantle to the Peel region and inland to Murdoch. Challenger TAFE is the preferred choice of over 25,000 full and part-time students studying for a huge variety of careers.

Challenger TAFE is a values based organisation. To ensure positive and enduring relationships we have developed a set of College Guiding Principles which encourage us to:

- Focus on the situation, issue or behaviour, not the person;
- Maintain the self confidence and self esteem of others;
- Maintain constructive relationships;
- Take initiative to make things better;
- Lead by example.

WORKING AT CHALLENGER TAFE

If you are working at Challenger TAFE you are part of the TAFEWA network and help provide services to a wide range of clients in a number of different areas and geographical locations. The College has a vision of being a high performance, visionary training organisation.

Challenger TAFE supports and promotes the rights of all its employees to carry out their work in an environment that advances satisfaction, maximises performance and provides safety and security. The College is committed to a work environment that values and utilises the contribution of people of different backgrounds, experiences and perspectives.

The College employs over 800 staff annually in a range of Lecturing, Administrative and Technical positions. Our staff's contributions are recognised as the key to our future success. Members of the Challenger TAFE team are encouraged to:

- Work in partnership with other areas of Challenger TAFE, striving to achieve progressive outcomes for individuals, industry and the community.
- Participate in a supportive team environment where they are valued and encouraged to exercise their skills.
- Provide input into operational and strategic planning, as well as into their role within the organisation.
- Enhance their skills, as well as gain formal qualifications in support of their current position and future career aspirations.

FAMILY FRIENDLY ENVIRONMENT – BALANCING WORK AND LIFESTYLE INITIATIVES

We acknowledge the issues surrounding the balance between work, family and lifestyle choices for employees. Challenger TAFE has developed a number of family friendly policies and initiatives to help employees manage the balance between their work and personal lives. These initiatives include:

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| ❖ Flexible working hours | ❖ Adoption Leave |
| ❖ Part-time work | ❖ Personal Leave: Purchased leave scheme |
| ❖ Job sharing | ❖ Employee Assistance Program |
| ❖ Salary/remuneration packaging | ❖ Staff Awards |
| ❖ Parental leave | ❖ Study Leave |

ALL CHALLENGER TAFE CAMPUSES WILL BE COMPLETELY SMOKE-FREE (INSIDE & OUTSIDE) FROM JANUARY 1, 2010

“A high performing & visionary vocational training organisation.”