



Prince of Wales Island  
International School

## Living in Penang and working at POWIIS

Notes for applicants 2024



### The school

The school was created within the MTT Group of companies under a new division called MTT Learning. The group remains in family ownership, having been founded in 1963 by the current Executive Chairman's father. The family have a passionate interest in education; the Chairman's children were educated in international schools and in the UK, and hence the ambition to provide a school for local and expatriate children in Malaysia built on the tradition of UK schools, with an international perspective. The family retains a close and supportive interest in the success of the school, and continue to invest strongly in it. In contrast to many Malaysian schools which are part of large educational groups, POWIIS is truly independent. Both MTT and the school promote a sense of 'family', and value long term relationships.



POWIIS is building strongly towards a capacity of around 600, with a current roll of around 450. We have extensive boarding accommodation, and a current boarding role of approximately 100 in halls. The majority of our day students are from the island, with boarders coming from elsewhere in Malaysia, across South East Asia and beyond. The school currently has students and staff representing over 30 nationalities and is truly multi-cultural. We stress the importance of the holistic development of our students, with an extensive and diverse co-curricular and extra-curricular programme.



POWIIS is an English medium international school, and we have extensive English support programmes in place. We follow the English National Curriculum, adapted to our international context, and IGCSEs and A levels. Entry to the school is by test and interview, but we are not highly selective; we will accept any student who we believe can access and benefit from the education we offer.



The staff is predominantly European, with a smattering of colleagues from North America, Australia and New Zealand, as well as a small number of high quality Malaysian colleagues. . Staff turnover is low and we work hard to keep it that way.

We have very few restrictions on our recruitment, but require staff to hold a PGCE, B.Ed or M.Ed and a minimum of 3 years teaching experience. We are normally able to secure first work permits for teachers up to the age of 60, with renewals normally possible up to the age of 65.

Our campus is smoke free, pork free and nut free, and we aim to promote a healthy work-life balance for all.

## **The area, and living in Penang**

Malaysia ranks 4<sup>th</sup> in terms of top destinations for expats according to [a recent survey](#) and Penang is the jewel in Malaysia's crown. Penang is both an island and a state extending onto the mainland. Pulau Pinang (Penang Island) is connected to the mainland by two impressive road bridges, and also ferry services. The island is growing, with impressive off-shore reclamation schemes including a new RM25Bn island to the north. Pulau Pinang has an international airport with regular short services connecting to the major hubs of Kuala Lumpur and Singapore, and onwards to global destinations, and also a network of services to destinations across south east Asia.

The school is situated just outside the small town of Balik Pulau, in the growing garden township of Botanica CT. The centre of the island is often described as 'old Malaysia' a charming rustic mix of jungle, plantations and traditional villages, fast disappearing in some areas with new up-market residential developments. Picturesque fishing villages line the coast which also features attractive sandy beaches. The highly developed northern and eastern sides of Pulau Pinang are within easy reach, and many students and staff travel to the school from them each day. We run a full schedule of buses, with a second phase in the evenings for students staying late for school commitments.

The island's main town is Georgetown; this UNESCO World Heritage site draws visitors from all over the world to its multicultural atmosphere and architecture. Temples, markets, artists' studios, and traditional craft workshops mix with bustling commercial enterprises - not to mention innumerable cafes, wine bars and restaurants of all types. Penang is known as the street food centre of southeast Asia. From expensive fine dining in glorious historic surroundings, to simple hawker stalls at the roadside, Penang has it all. A full meal can cost anything between RM3 (60p) and typical London prices; there is something to suit every taste and wallet.

At POWIIS we understand the importance of a good work-life balance. We work hard and play hard, and staff can enjoy the relaxed ambience of island life, the relatively inexpensive lifestyle, and easy access to some of the most exciting locations in the world. Many take the opportunity to explore all that SE Asia has to offer during our school holidays.

## **Salaries, benefits, cost of living - and lifestyle**

Salaries in Malaysia are lower than, for example, the Middle East - but the cost of living is lower also. Depending on their home commitments, most staff find that when living in Penang they are able to travel widely and enjoy what this colourful region has to offer. Most are able to save as well. Rental and domestic bills astonish incoming staff members, and the leasing or purchase of locally made cars is very manageable, with low fuel and running costs. For further information on the cost of living in Penang compared to your current location, please take a look at this link: [NUMBEO](#)

Our salaries and benefits are outlined on the following page, but one of the greatest benefits relates to the Malaysian Pension fund known as EPF. The Employees' Provident Fund (EPF) is a fantastic savings plan to which teachers contribute 11% of their monthly salary. POWIIS contributes an additional 13% to this monthly, meaning teachers are saving nearly 25% of their annual gross salary a year. With an annual interest rate of 5-6%, it provides a very useful end of contract lump sum.

Good teachers everywhere work hard. In international schools, contracts are typically short (two or three years) but staff stability is highly valued by parents. We work very hard to create a life/work balance for our staff, and many report being able to enjoy their chosen profession in an area conducive to a healthy and balanced lifestyle. All of us value the high quality private health care provided, and, of course, the tropical climate....

## **TEACHING STAFF SALARY SCALES**

### **Basic Scale**

Teachers are placed on the scale according to years of post qualification experience. For example, a qualified teacher with 6 years of experience would be placed on point 6, with 12 years of experience on point 12, and with 15 years or more, on point 15.

On the basis of satisfactory performance, progression to the next point of the scale is annual.

Point	0	1	2	3	4	5	6	7
Salary (MYR/month)	4000	4200	4500	4800	5100	5400	5700	6000

Point	8	9	10	11	12	13	14	15
Salary (MYR/month)	6300	6600	6900	7200	7500	7800	8100	8400

**Overseas Allowance:** To compensate for living away from home, overseas teachers are awarded an overseas allowance of 4000MYR/month.

**Flights:** For those appointed outside of Malaysia, the package also includes economy flights for the teacher, spouse and up to two children under the age of 18 at the start and end of the contract as well as a flight allowance of RM3500.00 per person in the interim years of the contract.

**Shipping/settling in:** A baggage/settling in allowance of up to RM2000.00 for the inward journey and up to RM4000.00 for the outward journey is also awarded.

**Living Allowance:** The living allowance of 2300MYR/month is paid to teachers from overseas to allow them to rent a suitable property for them/their family.

**Boarding staff:** We employ two types of boarding staff: both receive a B grade allowance. Those who choose to live in boarding are provided with rent-free apartments - in this case, no living allowance is awarded.

**Responsibility Allowances:** Responsibility allowances are paid to those holding a variety of positions of responsibility. Details of which grade of responsibility is allocated to a particular role is included in the job advert where relevant

Grade	A	B	C	D	E	F	G	H
Allowance (MYR/month))	750	1000	1500	2000	2500	3000	5000	7500

**NB:** All figures are gross. Malaysia has a complex tax system, but you should count on average on paying around 20% in tax. This is higher in the first year due to residency requirements, but once these are met a significant amount of tax will be refunded to you as a lump sum - so it's a bit like a first year savings plan. If you are shortlisted we will provide you with a full salary simulation so that you are able to see exactly how the tax situation will affect you.

#### Other Benefits

- EPF (Employees' Provident Fund) The School contributes 13% and the employee contributes 11%. This accrues interest (normally 5-6% annually) and can be withdrawn when you leave Malaysia as a tax free lump sum – similar to an end of contract bonus.
- Medical Insurance in accordance with the school Medical Policy including dependents under age 65. A copy of this will be supplied to applicants on request.
- 100% educational discount for up to two children and 80% for up to two further children, at both POWIIS and POWIIS Primary (our sister Primary school, located on the North of the island).

#### Typical living costs in MYR/month:

- 3/4 bed house near school: 1500 - 3500
- 2/3 bed apartment near school: 1500 - 2000
- 3 bed apartment/house on the North coast: 2500 - 3500
- Utilities for a 3 bed house including internet/TV: 700-900
- Car rental: 1000 upwards, depending on the type of vehicle
- Petrol: 2RM/litre

#### How to apply

Before submitting an application, applicants are encouraged to explore the school's website: [www.powiis.edu.my](http://www.powiis.edu.my)

Applications should be made through the TES only. Please complete the TES online application **and attach a copy of your up to date CV, which must include details of 3 professional referees, one of whom must be your current or most recent Headteacher or Principal**. Your letter should not exceed the equivalent of 2 pages of A4 text. *Please do not submit testimonials or any other documentation with your application.*

Initial interviews will be online, followed by face-to-face interviews where this is possible.

We will acknowledge receipt of all applications, although there may be a delay in receiving the acknowledgement if your application arrives over a holiday period.

**We look forward to receiving your application.**