

# A career at PAE is MADE FOR:



## Supportive leave options



- Study leave
- Up to five days paid cultural leave
- Bereavement leave up to three days
- Pandemic leave up to 15 days paid leave
- Volunteer leave up to two days paid
- Up to five days paid emergency services leave
- Option to purchase leave
- Option for rostered day off (RDO)

## Embedded policies



- Code of Conduct - Council Employees
- Workplace Diversity and Inclusion Policy
- Preventing Bullying and Harassment Policy
- Preventing Sexual Harassment Policy
- Domestic and Family Violence Policy
- Children and Vulnerable Persons Safe environment Policy
- Flexible Work Arrangements Policy

## Progressive parental support



- Superannuation payments for federal paid parental leave and
- Unpaid portions up to 52 weeks
- Five 'keeping in touch' days, fully paid
- Fair and reasonable leave request and return notice periods

## Health and wellbeing



- Health assessments provided onsite
- Skin checks provided onsite
- Onsite physiotherapist for preventative early intervention
- Workstation ergonomic assessments
- Early intervention for work related injuries
- Employee assistance program

## Training encouraged



- Leadership development program
- "Call it out" training with diversity inclusion
- Respectful workplaces
- Participation in the "16 Days of Activism" campaign
- Purple Orange training programs
- Responding to domestic and family violence training

## Signatories



- White Ribbon
- We're Equal (Equal Opportunities Commission)
- Racism. It Stops With Me
- Welcoming Cities
- Refugee Welcome Zone

## Flexibility



- Flexible work arrangements supported
- No minimum period for higher duties
- Free car parking close to all our sites

## Diversity and inclusion



- Member of diversity council australia
- Cultural awareness training
- White ribbon accreditation
- Internal language register