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
- 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
- · 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

