# 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)

**Progressive parental support** 

Unpaid portions up to 52 weeks

paid parental leave and

and return notice periods

• Superannuation payments for federal

Five 'keeping in touch' days, fully paid

Fair and reasonable leave request





- 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

#### 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

### **Signatories**

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

# 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



### 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







