

Does my organisation offer family friendly practices?

Read the list of family friendly characteristics and compare your organisation...

- ◆ Access to flexible working hours that include negotiable start and finish times, days of work.
- ◆ Paid parental leave and flexible parental leave in 2 x 6 month blocks.
- ◆ Ability to purchase of additional leave.
- ◆ Right to request part time and job sharing opportunities.
- ◆ Offer a childcare subsidy - on site care facility or vacation care.
- ◆ Allow employees to work core or shift hours to suit their personal and family situation.
- ◆ Provide employees with information and support to help manage pregnancy at work
- ◆ Actively provide promotional opportunities to people who work flexibly / part time post parental leave.
- ◆ Provide return-to-work support and training for employees e.g. allow 'phased-in' approach to return to work.
- ◆ Actively publicise employees who successfully return to work and how they did it.
- ◆ Provide work from home and other mobile technologies to allow employee to manage own work schedule around work demands.
- ◆ Provide career mentoring and coaching during work time to retain valuable employees.
- ◆ Offer access to an employee assistance program.
- ◆ Provide employees with more annual leave than the average 4 weeks and additional carer's leave.
- ◆ Provide unpaid 'sabbatical' leave to be taken during times like school holidays.
- ◆ Offer shorter, compressed working week.
- ◆ Allow parents to bring children to work in emergencies or subsidise the cost of an emergency carer.
- ◆ Provide on-site or subsidise health, wellbeing and recreational activities for employees.
- ◆ Allow employees to extend their parental leave.
- ◆ Actively promote work life balance through company policies e.g. restricted meetings that don't start before 9pm or after 6pm.
- ◆ Provide Lifestyle and Community Leave – paid leave allowing staff to actively support local charities and communities.
- ◆ Have a part time or job share work register where employees can connect with other employees seeking flexible work.
- ◆ Provide or subsidise practical parenting seminars and programs.
- ◆ Provide career mentoring and coaching to support parents to manage their career post parental leave.