Building Commission

Building better life balance

Supporting our people to better manage their diverse work/life responsibilities and improve our organisation's effectiveness

Health & Wellbeing

- Individual ergonomic assessments
- OHS return to work
- Employee Assist. Prgm
- Health assessments
- Flu injections
- Supported gym membership
- Upper limits of annual leave accrual enforced
- Healthy Living Forums
  - Book library
  - Health Insurance discount

Leave provisions

- Personal /carers leave
- Sick leave
- Bereavement leave
- Long service leave
- Maternity leave (paid)
- Paternity leave (paid)
- Adoption leave
- Cultural & ceremonial leave
- Emergency relief leave
- Court attendance leave
- Annual leave at short notice
- Corporate Volunteering

Facilities

- Showers
- Breast feeding /sick room
- Ergonomic furniture and equipment
- Access to gym at CBD office location

Information & Resources

- Reasonable access to Internet for personal banking etc (in non-work time)
- Intranet service directory

Personal Development

- Life Balance handbook
- Commission supported further education
  - Access to learning and development opportunities
  - Knowledge forums

Community

- Quarterly Philanthropic initiatives (dress down events for charity etc)
- Emergency support leave
- Donation of blood policy
- Commission sponsored sporting teams & individuals.

Supporting workers without caring responsibilities

- Cashing out leave
- LSL flexibility (1/2 time x double pay etc)

Supporting older workers

- Salary sacrificing super
- Superannuation Advice

Supporting Families

- 48/52 or reducing salary to have up to four weeks additional leave per year.
- Part-time employment
- Leave at short notice
- Job Share
- Flexi Time

Flexible work arrangements

- Flexible start & finish times
- Alternate work location options
  - Regular
  - Ad hoc/casual
- Banking of hours for days off
- Job Share
  - Standardised meeting start & finish times
  - Compressed Work Week & Compressed Work Quarter