

GRIFFITH'S WELLBEING INITIATIVES

Current Griffith initiatives to assist achieving work/life balance

A wide range of leave options for various events in people's lives: sick leave, parental leave, leave for bereavement, cultural obligations, family obligations and other special circumstances

Flexible Work Hours and Flex Time

Flexible Work Year (formerly known as 48/52) – leave without pay for extra 4 weeks a year but spread out over twelve month period

Part Time Work as well as **Reversible Part-Time Appointment** for Care of Dependents (up to five years)

http://www.griffith.edu.au/hrm/pay_and_conditions/leave.html

Social, recreational, sports and gym facilities offering discounts to staff and students

<http://www.griffith.edu.au/ocs/>

Permits for parking in Special Zones (close to buildings) for pregnant and/or breast feeding women and people with disabilities

<http://www.griffith.edu.au/ofm/parking>

Special corporate Health Plans through MBF and Teachers Health Union

http://www.griffith.edu.au/hrm/pay_and_conditions/health.html

Medical services at Nathan and GC campuses – including annual free 'flu vaccination

<http://www.griffith.edu.au/ua/aa/ss/health/>

Free, short-term counselling

http://www.griffith.edu.au/hrm/health_and_safety/doc/staff_counselling_program.doc

Discounts to Qld Conservatorium events and **free access to the DELL Gallery**

<http://www.griffith.edu.au/school/qcgu/>

Flexible remuneration by way of salary packaging

http://www.griffith.edu.au/hrm/pay_and_conditions/salpack/home.html

Child care facilities and support services

<http://www.griffith.edu.au/ocs/childcare/>

Staff Development and Manager Support Initiatives

http://www.griffith.edu.au/hrm/staff_development/

Harassment, Bullying and Discrimination policy, procedure and trained contact officers to provide support for staff that may be experiencing some form of harassment, bullying or discrimination

<http://www62.gu.edu.au/policylibrary.nsf/azcategory/0ec62fdea6e82f574a256be400635512?opendocument>

Anti-racial discrimination policy

<http://www62.gu.edu.au/policylibrary.nsf/azcategory/a123a130bc5029fb4a256be50062f9f2?opendocument>

Inclusion practices for people with disabilities

<http://www62.gu.edu.au/policylibrary.nsf/azcategory/a89063f2241a9b814a256be50063489c?opendocument>