



## FACTSHEET: Family friendly workplace

CAASTRO is committed to a family friendly and flexible working environment.

### Family friendly work hours

- Flexible working hours are encouraged particularly if it assists families' and carer's participation in the workforce.
- CAASTRO discourages routinely working outside of working hours, so as not to create the expectation that staff should always be available for work. The centre recognises that there are times when working from home is preferable or necessary and this can be negotiated with a member's direct supervisor.
- All positions with CAASTRO are offered with a part-time option.

### Family friendly meeting times

- CAASTRO can provide flexible travel allowances so that researchers and students with children can attend meetings, conferences and workshops.
- All core CAASTRO meetings take place between the hours of 10am and 2pm where possible.
- Children are permitted to attend meetings where practical.
- Video-conference options will be provided for all CAASTRO run meetings and conferences, where this is practical.
- CAASTRO provides child care options for the Annual Science Conference each year, where practical.
- CAASTRO organised social 'brainstorming' activity is inclusive and held at a time suitable for all group members.



### Family friendly workplace environment

- CAASTRO can assist with relocation questions regarding schools and childcare if required.
- Children are welcome in the workplace, especially during the School Holidays.
- Australia has a generous visa system which, in most cases, allows partners to work. Specialist visa advice is available from the member University partners.

As CAASTRO is a collaboration of a number of Australian Universities, please be aware that University Policy will always override CAASTRO policy where there is a difference.

Questions from potential applicants should be directed to the Chief Operating Officer at [coo@caastro.org](mailto:coo@caastro.org).



*Photo: Dr Ivo Seitzzahl and Dr Ashley Ruiter are CAASTRO members and Post Doctoral researchers at ANU.*