



## Veteran and veteran family employment support charter

### We support veteran family members, veterans, ex and current serving members in the workplace:

- Flexible working arrangements and reasonable adjustments for veterans that need support to manage their health conditions in the workplace.
- Support with our in-house Graduated Return to Work program for veterans returning to the workplace after taking time off to manage a health condition.
- Ability for current serving members to access unpaid leave of up to 20 days per year (that does not impact long service leave accrual) to complete your ADF reserve service commitments. If you are required to take more leave than this, you can always speak with your Manager and the Veteran Experience Manager to discuss your individual needs.
- If you do not have paid personal leave, there is availability to take unpaid personal leave (that does not impact long service leave accrual) to attend to medical and health needs.
- If you do not have paid personal leave, there is availability to take unpaid personal leave (that does not impact long service leave accrual) to support your veteran spouse/partner/child to attend to their medical and health needs.
- Priority transfer to another IPAR branch location if your partner/spouse is currently serving in the ADF and is posted. We have over 55 offices nationally and can also support some hybrid working arrangements (pending job role).
- Flexibility to decrease/change hours if your partner/spouse is deployed or away on a military exercise.
- 20 hours paid leave per year to attend to ADF Commemoration services, speaking engagements or engage in formalised lived experience events that support the veteran community.

### You are also welcome and invited to:

- Share or disclose your military experience at any time to your manager or the Veteran Experience Manager to ensure you are supported in the workplace.
- Attend our twice-yearly veteran/veteran family virtual social events.
- Participate in IPAR's structured veteran mentoring and career development program.
- Participate in veteran specific career development webinars on a quarterly basis.
- Engage with our Lived Experience Veteran Community, the Veteran Advisory Board (VAB), a team of IPAR employees that have a lived experience as a veteran or veteran family member that meet quarterly to discuss:
  - a. Relevant information from the veteran community and how this can impact our service delivery.
  - b. Collaboration and co-design ways/products/services to ensure our service provision is veteran centric.
  - c. Discuss IPAR policy to support veterans and veteran family members in the workplace.