



FACTSHEET: Family friendly workplace

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

Family friendly work hours

- Flexible working hours are encouraged if it assists families and women's participation in the workforce.
- CAASTRO discourages working from home 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 necessary and this can be negotiated with a members' direct supervisor.
- All positions with CAASTRO are offered with a part-time option. This applies to Australian citizens and permanent residents.

Family friendly meeting times

- CAASTRO provides generous 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. Core meetings include regular group meetings where participation of all relevant members is encouraged.
- Children are permitted to attend meetings if child-care is not available.
- Major CAASTRO events, workshops or conferences will not be scheduled during the School Holiday periods.
- 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 strongly supports 'brainstorming' in a social setting but rejects the culture that 'real research happens over a beer after work'. Any organised social 'brainstorming' activity is inclusive and held at a time suitable for all group members.



Family friendly workplace environment

- Support for child care can be provided by a member's host University (where applicable by University Policy) and CAASTRO can facilitate this if required.
- CAASTRO can assist with relocation questions regarding schools and childcare if required.
- Children are welcome in the workplace, especially during the School Holidays.

Questions from potential applicants should be directed to the Chief Operating Officer at coo@caastro.org.