

University of South Australia

UniSA's interesting EO initiatives include:

- One day paid pre-natal leave per month for the last six months of pregnancy
- Twenty two weeks paid maternity leave (44 weeks at half pay)
- Ten days partner leave at the time of birth
- Phased-in return to work
- Up to nine days of leave annually for carer responsibilities, compassionate/bereavement reasons, and other special circumstances
- Up ten days of accrued sick leave to provide care and support to immediate family members
- Paid foster parent leave of between three and six weeks depending on the child's age
- Voluntary substitution of recreation leave loading for four extra leave days
- Rostered days off for site services employees
- Multi-access suites for breastfeeding with reasonable lactation breaks provided
- Employees may take 52 weeks without pay to raise children up to the age of six years and can apply for an extension of this time
- Special leave with pay of up to three days for an 'urgent pressing necessity'
- Additional unpaid leave can be negotiated
- Job-share
- Flexi-time in a variety of forms
- Increased span of normal working hours
- One day of leave every three years for the purpose of moving house
- Conversion from continuing to fixed-term appointments
- Up to six months paid study leave for academic employees
- Up to six hours per week or ten days per calendar year paid study leave for professional staff
- Performance management policy

Some of the outcomes for UniSA include:

- Loyal and committed workforce
- Increase in the number of women employees
- Increase in the targeted numbers of Indigenous employees
- Increase in the targeted numbers of young people
- Ninety-two per cent return rate for women after maternity leave in 2005
- Turnover rate of 13 per cent
- More than 51 per cent of employees have more than seven years of service

Some of the outcomes for employees include:

- Availability of flexible work and leave arrangements
- Acknowledgement of the need for employees to balance their work and family commitments
- Thirty-two per cent of leadership roles are occupied by women
- An increase in the number of staff who have accessed family-friendly initiatives

In 2005 UniSA was awarded the inaugural ACCI/BCA National Work and Family Gold Award – Public sector, and In 2006 the University won the inaugural 'Diversity@work Award' for Work/Life balance. The University also gained Breast-feeding Friendly Workplace accreditation.

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