



Australian Government

Workforce Australia

Actions: Ensure all infrastructure meets needs of all employees

The physical work environment (uniforms, equipment and facilities) is safe, suitable, clean, well maintained and meets the needs of all employees.

Carers have access to affordable, accessible and flexible childcare.

Where employees are working remotely, organisations need to ensure that communication technology, such as mobile phone access, web-based video conferencing and remote access, are enabling a collaborative and flexible working environment.

What immediate actions you can implement:

- Audit on site facilities to ensure their suitability for all workers.
- Review current available technology to ensure that all business areas have the technology required to enable flexible working practices.

What longer term actions you can implement:

- Implement policies that foster an inclusive workplace, including an integrated carer's strategy and paid parental leave.
- Embed and mainstream flexible work practice that consider the needs of individual employees balanced with business objectives. It is also important to ensure men are equally encouraged to access these policies, so they are not perceived to be a special benefit for women only.

