



Organisational Statements



An Australian Government Initiative



**Carer-Inclusive
Workplace
Initiative**

Organisational statements

Active promotion of your organisational intent to current and prospective employees can help:

- Increase talent attraction and retention
- Increase moral and motivation
- Improve organisation image and enhance brand

High level statements are often used in internal organisational material such as business strategy documents or on intranets. Statements can also be utilised externally on recruitment adverts or websites. The following provide some examples of the types of statements that could be adapted for use.



Example One: For use on a website

<Your organisation name> recognises and values all of our employees who have an unpaid caring responsibility and the contribution they make to the people they care for and our community as a whole.

<Your organisation name> is committed to supporting employees with caring responsibilities to achieve a healthy work life balance. We aim to do this by setting out clear guidelines and good supporting practices for carers within the workplace.

Example Two: For use in a strategy document

<Your organisation name> recognises and values employees who have an unpaid caring responsibility and the contribution they make to the health and wellbeing of the people they care for.

<Your organisation name> is committed to identifying the needs of working carers and ensuring that our policies and practices enable individuals with caring responsibilities to enter into and retain employment. Being able to manage work and caring responsibilities is part of maintaining a healthy life work balance and is important for wellbeing.

<Your organisation name> aims to improve awareness of carers' needs within our organisation and support staff members who have caring responsibilities outside of work.

<Your organisation name> aims to give carers the same recruitment and career opportunities as everyone else.

<Your organisation name> will give carers as much support as is reasonably practicable to achieve these objectives.

Example Three: For use in a recruitment advert

<Your organisation name> recognises and values all of our employees who have an unpaid caring responsibility and the contribution they make to the people they care for and our community as a whole.

XYZ actively encourages applications from candidates with caring responsibilities and is open to discussing flexible working options that may enable the individual to be successful in this role.

About us

The Carer-Inclusive Workplace Initiative is a collaboration between the Australian Government and Carers Australia.

The aim of the project is to recognise the valuable contributions of carers and create a more inclusive, supportive workplace for Australians who provide unpaid care in the community.

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