



Veteran-friendly workplace plans and policies

Why is it important to have veteran-friendly workplace plans and policies?

Veteran-friendly workplace plans and policies demonstrate your commitment to veteran employment and acknowledge the value veterans bring to your organisation.

What is a veteran employment strategy?

A veteran employment strategy is a plan that sets out an overall direction for veteran employment in your organisation.

It should include:

- a purpose statement, which explains why your organisation values veteran employment
- your organisation's goals for supporting veteran employment
- an explanation of how veteran employment initiatives relate to your other organisational plans and policies, including HR policies
- a target or quota for veteran recruitment.

What are veteran-friendly workplace policies?

Veteran-friendly workplace policies establish consistency in how an employer recruits, retains and supports veteran employees.

Depending on your organisation size and resource capacity, you may develop:

- veteran-specific policies, which are policies solely focused on your veteran employees
- veteran-inclusive policies, which are wider organisational policies that reference or apply to veterans.





The following list provides examples of policies that are relevant to veteran employees.

Diversity, Equity and Inclusion Policy

As part of your organisation's Diversity, Equity and Inclusion Policy, it is important to consider veteran diversity.

The veteran community is made up of individuals who have unique lived experiences, both within and outside of their Australian Defence Force (ADF) service.

Veteran sub-groups include:

- Aboriginal and Torres Strait Islander veterans
- culturally and linguistically diverse (CALD) veterans
- LGBTQI+ veterans
- female veterans
- veterans with disabilities or mental health condition
- veterans' spouses or partners
- veterans with combat experience
- veterans living in rural and regional areas
- young veterans
- older veterans.

Flexible Working Arrangements Policy

Veteran employees often balance work with family, health and continuing military commitments.

Flexible work arrangements can support veterans to thrive in the workplace.

Flexible work arrangements can include:

- flexible work hours
- changes to patterns of work
- working from home arrangements
- additional health or personal leave
- paid leave opportunities for commemorative days, such as Anzac Day and Remembrance Day.

Health and Safety Policy

Health and wellbeing support can go beyond legally mandated occupational health and safety requirements.

As an employer you can:

- provide leave and flexibility for veteran employees to attend health services and treatment
- demonstrate openness and understanding about veteran health and wellbeing
- train staff to minimise bias and stereotyping about veteran health challenges.

As part of enacting your Health and Safety Policy, suggest veteran employees consider accessing supports such as:

- DVA support www.dva.gov.au/get-support
- DVA rehabilitation www.dva.gov.au/get-support/health-support/work-and-social-life-programs/dva-rehabilitation

Mental Health and Wellbeing Policy

Your policy may mandate the following practices:

- providing mental health first aid training to staff
- nominating a mental health first aid officer
- providing an Employee Assistance Program (EAP).

As part of enacting your Mental Health and Wellbeing Policy, you may make your veteran employees aware of Open Arms' counselling services www.openarms.gov.au

