



## Wombat EBA & Staff Well Being Policy

In its governance framework adopted in 2007 the Board of Wombat articulated the goal of becoming an employer of choice in the homelessness service sector.

This goal has been put into practice via the negotiation of the Wombat Enterprise Bargaining Agreement and the development of Wombat's Staff Well Being Policy.

The EBA places Wombat at the forefront of the sector in terms of pay and conditions which include 5 weeks annual holiday plus grace and favour between Christmas and New Year.

The Staff Well Being Policy seeks to recognise and support individual workers by providing an environment that is positive and healthy. Staff Well Being initiatives include:

- Provision of subsidised, on-site yoga weekly
- A bicycle friendly environment including secure undercover parking, shower facilities & a clothes drying area
- Regular staff lunches, and
- Recognition of each workers birthday with a cake.

Wombat also recognises that workers have families and seeks to be an employer that is sensitive and flexible with regard to issues relating to workers and their family members.