FRONTLINE

PROJECTS AUSTRALIA

Veteran Employment Policy

Revision History

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Introduction

Frontline Projects Australia is dedicated to supporting Australian Defence Force (ADF) veterans in their transition to civilian life by providing meaningful employment opportunities. We understand the unique skills, experiences, and challenges veterans bring to the workforce, and we are committed to fostering an inclusive workplace that values their contributions. This Policy has been initiated by the Managing Director of Frontline Projects who is committed to establishing a nationally well-respected and recognised entity for the support of our current and ex-serving ADF Members.

Recruitment

Frontline's recruitment practices in support of veterans are conducted as a lawful special measure permitted under Commonwealth and Queensland anti-discrimination law, intended to redress the employment disadvantage veterans can face in transitioning to civilian work. This is consistent with, and does not derogate from, Frontline's Discrimination, Harassment and Bullying Prevention Policy.

Structure

Frontline Projects will implement veteran-friendly interview techniques, such as recognising military skills and experiences, using clear and concise language, and providing a comfortable environment for the interview process.

Social Integration

To encourage the integration of new veteran employees, Frontline Projects will organise social activities, such as team-building events, veteran networking events and regular informal gatherings.

Work-Life Balance Support

Frontline Projects will provide practical arrangements to support veteran employees in balancing work, family, and any continuing military commitments. This may include flexible work schedules, remote work options, and support for military leave to maintain their active status.

Support of ADF Reservists

Frontline Projects have a dedicated policy for supporting and providing leave to ADF reservists, ensuring they have the necessary time to fulfill their military commitments.

ADF reservists are entitled to unpaid leave to fulfil their defence obligations under the National Employment Standards in the Fair Work Act 2009 (Cth), which is unlimited in duration and carries job protection. In addition to this statutory entitlement, Frontline Projects provides a minimum of 20 days of paid military leave per financial year for ADF reservists, as a benefit over and above the minimum legal requirement, in accordance with our commitment to ADF veterans which is led by our Managing Director.

Career Development

Frontline Projects is committed to providing career development support and advancement opportunities for veteran employees. This may include training programs, mentorship initiatives, and opportunities for promotion based on skills and performance.

Furthermore, we offer pre-employment training for veterans looking at transitioning into the Construction Industry to better their own knowledge and confidence. Any Veteran Senior Members of Frontline are to take on the role of mentoring new Veteran Employees who require guidance or support during their transition into the civilian sector.

Data Collection

Frontline Projects will collect data on veteran employment, including recruitment, retention, performance, and job satisfaction, to monitor progress and identify areas for continual improvement.

Summary

Veterans are encouraged to prioritise employment with Frontline Projects because we are committed to creating a supportive and inclusive workplace that values their skills, experiences, and contributions. We offer not only meaningful employment opportunities but also ongoing support, career development, and a community that understands and respects their military service. Joining our team means joining a company that recognises and honours the sacrifices made by Veterans and is dedicated to helping them succeed in their civilian careers.

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VETERAN OWNED BUSINESS CERTIFIED