1. My family or I have been affected by the bushfires, is financial assistance available?

   - The University is offering financial support packages for directly affected staff, including support for short term accommodation. Please call (02) 6125 3346 (option 1) or email hrd.remuneration@anu.edu.au to discuss how we can put together a package to best support you and your family.

   Additionally, staff may also access other financial support such as:

   - The Commonwealth Government is offering support for those directly affected by the bushfires including:
     - Commonwealth Government Disaster Recovery Payment – $1000 per adult and $400 per child for people severely affected by the bushfires

   Further information is available by calling the Department of Human Services on 180 22 66 or via https://www.humanservices.gov.au/individuals/help-emergency/bushfires

   - The National Tertiary Education Union (NTEU) are offering support through NTEU Emergency Grants for directly affected NTEU members. More information on the grants and support available can be found here https://www.nteu.org.au/article/Bushfire-Solidarity-21789

2. My family or I have been affected by the bushfires, can I apply for extra leave?

   - The University is offering ex-gratia leave for affected staff. Please call (02) 6125 3346 (option 1) or email hrd.remuneration@anu.edu.au to discuss how we can put together a package to best support you and your family.

3. Is it safe to return to campus?

   - The University reopened on Wednesday 8 January 2020. The University continues to monitor conditions and will notify staff if any further campus closures are required.

4. Is there an emergency plan for the campus?

   - The University continues to monitor conditions and will notify staff if any further campus closures are required.

5. When should I have to return to work?

   - The University has announced the Acton and Mount Stromlo Campuses will reopen on Wednesday 8 January 2020 and you may attend work as normal.

   - If you are currently on planned leave, your leave will continue unchanged until your return to work date.
6. Will my pay or leave be impacted by the campus being closed?
   - You will be paid as per usual arrangements.

7. I have been unable to contact my supervisor and want to work from home, what do I do?
   - Please contact HR on (02) 6125 3346 (option 1) so assistance can be provided to you.

8. What happens if I have a health condition that prevents me from coming on to campus?
   - Seek and follow the advice of your medical practitioner.
   - If you need to work from home, we encourage you to discuss this with your supervisor and do so if this is possible.
   - If you are unsure of the options available to you, please call HR Division on (02) 6125 3346 (option 1) to discuss.

9. What do I do if my usual caring arrangements are not operating or I have been impacted by the ANU School Holiday program not operating?
   - The University will provide up to an additional three (3) additional days carers leave for 8th, 9th and 10th of January for those impacted by usual caring arrangements not being available or being unable to access the ANU School Holiday Program.
   - If you need to access additional leave, including annual, personal and/or carers leave, please contact HR on hrd.remuneration@anu.edu.au or (02) 6125 3346 (option 1).

10. Can I take additional leave?
    - If you wish to access leave, including annual, personal and/or carers leave, please contact your supervisor. Additional information on leave options is available by contacting HR on hrd.remuneration@anu.edu.au or (02) 6125 3346 (option 1).

11. I am a volunteer with the Rural Fire Service (NSW)/Country Fire Service (Vic), am a member of the Australian Defence Force Reserves or State Emergency Services (SES) or volunteering with Recovery Agencies (for example, Australian Red Cross) can I continue to support my community?
    - Staff who are volunteering with RFS, CFA or are a member of the SES or the ADF Reserves and have been called up for duty will have access to an additional 20 days paid leave.
    - Staff who are volunteering with Recovery Agencies (for example, Australian Red Cross) can access additional leave and should contact HR on or (02) 6125 3346 (option 1) to discuss arrangements.

12. Where can I go for support?
    - It is very important for the University community to look after one another at this challenging time. If you are seeking some support or would like to know what support is available please contact:
      - HR Division on (02) 6125 3346 (option 1)
      - Adviser to Staff staff.adviser@anu.edu.au or (02) 6125 3616 (Gail Frank) or Maaria Haque (02) 6125 8283
      - Staff can drop in to see Gail or Maaria on campus in Building 10A, Ground Floor. They are available for drop in appointments from 2pm-4.30pm (Monday to Friday).
      - Relationships Australia (02) 6122 7100 - Relationships Australia are located at Deakin.
      - Assure – 1800 808 374 (Assure services are available 24 hours a day, 7 days a week) There are multiple locations in Canberra, including Civic, and you don’t need to come to campus to access these services.
- If calling Relationships Australia or Assure, please identify yourself as an ANU staff member and this will fast track your appointment. Please note you will usually be able to have an appointment within three working days.

- Experts from The Australian National University (ANU) have developed a freely-accessible Community Trauma Toolkit, which contains a suite of resources to help support adults and children before, during, and after the bushfires. The toolkit has been tailored for parents and caregivers, General Practitioners, health and social services workers, first responders, educators and community leaders.

13. I am worried about my children?
- After a traumatic event, children need comfort, reassurance, support and to know they are safe and being looked after. For more information, please visit https://services.anu.edu.au/human-resources/wellbeing/employee-assistance-program

- Experts from The Australian National University (ANU) have developed a freely-accessible Community Trauma Toolkit, which contains a suite of resources to help support adults and children before, during, and after the bushfires. The toolkit has been tailored for parents and caregivers, General Practitioners, health and social services workers, first responders, educators and community leaders.

14. I am worried about air quality?
- A large number of people in our community have been affected by the fires and the smoke and for the second time this week.

- Information on keeping safe from bushfire smoke is available from a number of sources including:
  o ACT Health have issued some advice on the heavy smoke and hot conditions in the ACT which can be accessed here https://health.act.gov.au/public-health-alert/heavy-smoke-and-hot-conditions-act
  o ACT Health have information on minimising health impacts of outdoor smoke on their fact sheet which can be found here https://health.act.gov.au/sites/default/files/2020-01/Outdoor%20Smoke%20-%20Health%20Impacts%20Factsheet%20-%20January%202020.pdf
  o ANU professor Sotiris Vardoulakis -- one of the world's leading experts on air quality and health has prepared some tips on keeping safe from bushfire smoke. You can access these tips here. https://www.anu.edu.au/news/all-news/six-things-you-can-do-to-keep-safe-from-bushfire-smoke
  o ACT Emergency Services Agency are providing updates on the smoke activity in the ACT – this can be accessed here https://esa.act.gov.au/heavy-smoke-expected-return-act-afternoon
  o Tips on how to reduce smoke in the home can be found here https://esa.act.gov.au/state-alert-declared-act-0
  o The ACT Government has arranged for additional P2/N95 masks to be delivered to pharmacies across the ACT and to be made available for people who are most at risk of the health impacts of exposure to the smoke The groups of particularly sensitive individuals who will be able to access these masks, if they choose, include:
    - people with existing chronic lung and heart conditions, such as asthma, chronic bronchitis or emphysema, and heart disease
    - all pregnant women, and
    - people over 65 years of age.

More details are available here https://esa.act.gov.au/state-alert-declared-act-0
You may wish to download the Airmatters App which provides real-time Air Quality Index & Allergy Pollen & Weather Data, as well as Protection Recommendations and Forecast. You can access the Airmatters website here. https://air-matters.com/index.html

15. What is operating on campus?
- The campus has resumed business since 8 January 2020.
- The University School Holiday Program has been suspended until Friday 10 January 2020. An update will be provided on Friday about the operation of the program for the week commencing 13 January 2020.

16. What are the conditions like on campus?
- The University continues to monitor conditions on campus.
- We need to be mindful of reducing energy consumption and unnecessary wastage. Remember to switch off lights, desktops and any appliances that aren’t being used at the end of the day.
- Facilities and Services continue to work across campus to clean up branches which may have fallen and general debris.
- Buildings are dust and smoke affected, and while we are working through cleaning them all please do what you can, such as wiping down your own desk and workspaces.
- Be mindful that our service areas are taking a high volume of calls, so please be patient.

17. How can I help?
- The ABC are providing regular updates on how you can help frontline services and support during the current bushfire emergency. You can read more about how you can help here. https://www.abc.net.au/news/2020-01-01/bushfire-relief:-how-you-can-help-frontline-services/11835156
- We are all feeling the physical and mental health effects of the fires, smoke and heat. It is important we all care for one another and each other and draw together as a supportive community. Be kind, respectful of how people respond and process the impact of the bushfires and be patient with yourself and others.
- We need to reduce our energy consumption to assist with power outages in the ACT, so we need to minimise our energy use on campus. We therefore ask that you please don’t bring in additional fans and air-conditioners. If you feel uncomfortable, please consult with your supervisor about working from home.
- Be mindful that our service areas are taking a high volume of calls, so please be patient.
- Please do what you can in your work areas such as such as wiping down your own desk and workspaces. Buildings are dust and smoke affected, and we are working through cleaning them all but ask you to please be patient.

18. How can I make a donation?
- If you are keen to help those affected, as well as the firefighters on the frontline, here are a few ways you can support those in need. https://www.anu.edu.au/news/all-news/how-you-can-donate-to-bushfire-appeals