



Making work
work for families

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At Deloitte, we know that families come in all shapes and sizes. Where you are a carer, parent (including birth, adoptive, surrogate and foster), spouse, or friend, we know that family matters.

If you're getting ready to begin your parenting journey, supporting elderly parents, or caring for a loved one with a disability or serious illness, we understand how important it is that you feel supported in your caring responsibilities.



Family is important at Deloitte

“We know that close to 40% of the people who work with us have caring responsibilities, and that’s why we are so focused on making work work for families. At Deloitte we are very proud of our ongoing commitment to supporting working families of all shapes and sizes. We know this is a critical way to drive inclusion and equity and support our people to achieve their goals at home and at work.”

Pip Dexter
Chief People and Purpose Officer



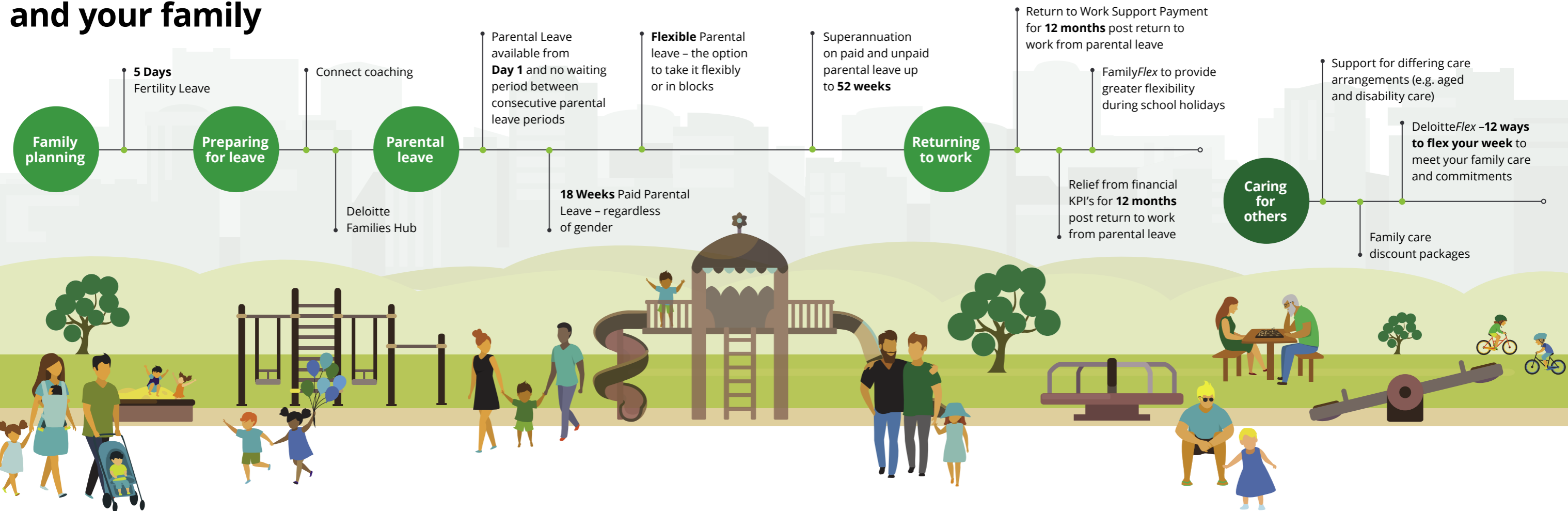
Family Friendly Workplace

We are extremely proud to be a founding Partner and one of the first companies in Australia to be certified as a **Family Inclusive Workplace** under national standards launched by **Parents At Work** and **UNICEF Australia** in 2021.

We understand the importance of creating workplaces that support the needs of all families and, together with this community of organisations, we are united in our purpose to drive societal change and create family friendly workplaces that contribute to improved business and gender equality outcomes.



Caring for you and your family



We offer a range of policies, programs and benefits to support families at different stages and provide our people with choice and flexibility in how they live, work and care.

Family planning

We know that there are many stages in starting a family and it is not always easy.

Fertility Leave

Fertility treatment can be emotionally and physically difficult. We offer five days of paid leave each year to support this journey.

Miscarriage Leave

In the tragic case of a miscarriage, we offer ten days paid leave for our team members to emotionally and physically recover.

Stillbirth

In the devastating circumstance of a stillbirth, we provide access to the full 18-week parental leave entitlement.

Preparing for leave

Connect coaching

We understand that life changes when we become parents and carers. Career goals, personal priorities, time, and values can shift. We offer three personalised one on one coaching sessions to support the transition out of and back into work.

Parental Leave

We have designed a **Parental Leave policy and experience** that provides flexibility and choice when it comes to caring for children. Our Policy is inclusive of all types of families including birth, adoptive, surrogate, foster and same-sex parents. Our parents can access Parental Leave from the day they join Deloitte, including:

- 18 weeks of paid parental leave, regardless of gender
- The option to take parental leave over three years, broken up in a range of flexible ways to suit each family's unique needs
- Continued superannuation contributions on unpaid parental leave (up to 52 weeks), to provide greater financial security for the future as well as addressing the gender pay gap
- The option to take parental leave at the same time as a partner
- Access to 10 paid keeping in touch days to keep connected with your team.

Returning to work

Return to Work support payment

We know from feedback that the key pressures facing families are time and financial commitments. To help reduce that pressure, new parents returning to work after a continuous break (18 weeks or more) of parental leave will receive an additional support payment for a period of 12 months. New parents working 3 or 4 days a week will be paid for an extra day a week for the first 12 months, and those working less than 3 days a week will be paid for an extra half a day.

Relief from financial KPIs

Returning parents will also have relief from financial Key Performance Indicators (KPIs) for 12 months.

DeloitteFlex

Our DeloitteFlex framework offers 12 types of flex, designed to be used in combination to enable our people to live, work and care in a way that best suits their needs.



Caring for others

We recognise that there are many family care arrangements, including caring for elderly parents and loved ones with a disability or serious illness. We provide a range of support pathways and flexible work options to help manage these.

Deloitte Families Hub

Deloitte has partnered with Parents at Work to provide access to the Deloitte Families Hub - a central location full of useful resources such as handy guides, checklists, podcasts and webinars on a range of parenting and caring (including aged and disability care), career, wellbeing and work-life balance topics.

CulturalFlex

We are proud of our rich cultural diversity, and we understand the importance of significant cultural and religious events. CulturalFlex provides the flexibility to substitute up to two public holidays each calendar year for cultural or religious days of significance.

Leave

We offer a range of leave types including the option to purchase additional annual leave or take time out for the things that matter.

Wellbeing Day

We offer a paid leave day every year to focus on wellbeing. We know that wellbeing means something different for everyone - so it's up to our people as to how they would like to spend it!

Domestic and Family Violence leave

For our people and their loved ones affected by Domestic and Family Violence, we offer a range of support including paid leave, financial assistance and unlimited counselling services.

Employee benefits

Every little bit helps. Deloitte offers great deals across healthcare, travel, entertainment, health and fitness, household appliances, motor vehicles and banking. A great example is the Medibank or BUPA Corporate deal providing discounts on health insurance for our people and their families.



Monika Tanas
Manager, Risk Advisory

Being a working mum is tough!

I have recently returned to work full-time from eight months parental leave after having my son. My husband now cares for our son four days a week and he is soon to start day care. The new Return to Work Support Payment will make such a difference to our family, being able to have an extra paid day will mean less day care for my son and I can freely take him to swimming lessons on my day off. I value the ability to balance work with personal commitments. The additional day I have with my son will allow me to be more productive at home and at work.



Kurt Ferreira
Director, Financial Advisory

I'm a proud dad of twin girls and I can attest to the way Deloitte Flex has been so accessible to me. Prior to the birth of my twins, I was able to take personal leave, and then when the twins arrived, I took parental leave, during which I worked three days a week. Having an inclusive team that's supportive of having flexible working arrangements has allowed my wife and I to progress in both of our careers.



Ella White
Partner, Audit and Assurance

My husband and I were able to benefit from Deloitte's shared parental leave policy that allows both parents to be on parental leave at the same time. The fact that my husband was able to take his parental leave flexibly when our children were young meant a lot to me. By combining my two worlds, I'm more efficient and more productive at work because I can spend time with my family at home.



Adele Taouk
Personal Assistant, Audit and Assurance

The work/life balance Deloitte offers is the most valuable aspect to me as a caregiver of my elderly parents and as a working mother.

I assist my parents with household chores, shopping, cleaning, and I often accompany them to medical appointments. Life happens and I often juggle so many tasks like picking up my sick daughter from school or taking my mother to the eye specialist. To me, it is crucial to have the flexibility and support to schedule my days around my parents and family.



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