

## A look at industry parental leave policies

COMPANY	IS THERE PAID MATERNITY/ PATERMITY LEAVE AT THE COMPANY BEYOND THE STANDARD AWARD?	IF SO CAN YOU ELABORATE/ SHARE TOP-LINE DETAILS?	DO YOU THINK YOUR CURRENT STANDARD IS GOOD ENOUGH?	ARE THESE POLICIES SET TO CHANGE? WHEN? AND HOW WILL THEY CHANGE?	WHAT ARE THE BARRIERS/ REASONS THE CURRENT POLICY COULD NOT CHANGE?	IS THERE A RETURN TO WORK POLICY, RE-ENTRY PROGRAM FOR THOSE RETURNING TO WORK?	HOW DO YOU ENGAGE WITH PEOPLE WHO ARE ON MATERNITY LEAVE?	HOW LONG ON AVERAGE DO PEOPLE HAVE OFF ON MATERNITY LEAVE?	DO YOU OFFER ANY LEVEL OF FLEXIBILITY ONCE PARENTS RETURN - AND/OR CHILDCARE SUPPORT?	EXTRA POINTS
<b>WPP (GroupM)</b>	Yes. In early 2015 GroupM introduced a market leading parental leave policy which meant we offered our people significantly more paid parental leave than the industry average.	GroupM offers up to 16-weeks of paid primary carers leave. We pay at least 4 weeks of paid leave for employees who have been with the company for a year and this increases for every year of service up to 16 weeks. The company also provides 20 days of paid parental leave for secondary carers if they have been with GroupM for more than two years, and 10 days for employees with 1 year of service.	Our current parental leave policy follows best practice based on Fair Work's guidelines. Whilst we provide beyond the legislative requirements currently, we always need to ensure that we are keeping track with developments and improvements to stay ahead of the curve and make sure that we are offering policies that suit the needs of our employees. As an organisation we also recognise that decisions need to be made on the basis of each employee's individual circumstances.	Diversity and inclusion is the main focus under the people and culture pillar of our business strategy. The action plan includes ongoing reviews of current workplace policies, including parental leave. We know nothing stays still and we take an open and proactive approach to how we shape our business for the future ensuring we remain a leading employer attracting the best talent at every level.	As with any aspect of business, we need to ensure we are balancing costs to the business with best practice leave provisions. At GroupM we are committed to making sure that we offer our people the best policies to attract great talent and keep them in the business.	We engage with every returning employee to develop a return to work plan that works for them and their family. This includes looking at what flexibility they might need to set them up for success when they re-join GroupM.	Employees have up to ten keeping in touch days throughout their leave to stay engaged with their business and activities, including training or team building exercises. These days are discussed and agreed to between employees and their teams to ensure that they remain up to date with the business and training opportunities.	Our employees usually take 12 months parental leave which can be extended for another 12 months if requested. GroupM had 22 employees on parental leave between April 2017 to March 2018.	We engage with our employees when they are planning their return to work to explore ways to assist the transition back to work. This includes flexible work options such as part-time work, variable hours and working from home. This is an ongoing conversation to ensure we are supporting them as much as possible.	
<b>Omnicom (OMD)</b>	Yes. Flexible start and finish times according to roles, plus working from home periodically.	16 weeks of paid parental leave for the primary carer. 2 weeks for the secondary carer.	We believe we have one of the best in market policies, but this is under constant review and improvement.	We are currently reviewing our paid parental leave policy for secondary carers and continue to look for new ways to support parents.	None - we are constantly reviewing. Changes need to make business sense, but we have continued to evolve our approach and policies	Yes, OMD have published a comprehensive parental leave handbook for all expecting parents to guide them through the stages of their pregnancy and help answer the many questions which arise. The handbook covers four key areas: So you're expecting a baby?, While you're on leave, Returning to work and Life as a working parent.	We ensure that parents on parental leave are kept informed of any key changes within the agency and their team. They are invited to attend our mid-year and Christmas parties, and bring their little ones in to celebrate our 'Kidsmas' event where employees bring their kids for a fun filled day in the office. In addition to the formal policies and procedures, we have a range of informal support mechanisms - phone calls to staff, text messages and of course having their little ones come in to meet the OMD team.	Varies and is dependent on the individual, ranges on average between 6 to 12 months for primary carers.	Yes, we offer flexible working for all employees. We have a flexible working policy for all staff and encourage staff to work flexibility / remotely. Many new parents return on reduced days/hours or ease back into work. No paid child support offered, however we provide tips on how to access the government childcare rebate, as well as advice from our current parents on what to consider when applying and selecting childcare.	The best in class group agency consists of both formal structures and support (parental leave policy, support, flexible working, acceptance of part-time, paid super while on parental leave) and informal support mechanisms (modelling, support around flexibility, carers leave, time off when kids are sick etc). There is a significant amount of emphasis put on the formal structures and support mechanisms, but without the informal elements and the company's true support, these can be taken. The policy needs to be lived (especially by the senior team) and people supported when they face additional challenges. Our approach is to ensure both are in place and real.
<b>IPG Mediabrands</b>	Yes, we do have employer funded paid leave in place above and beyond that of the government-funded parental leave scheme.	For example - during the past three years IPG Mediabrands has increased our employer-funded paid maternity leave from four weeks to 12 weeks and paternity leave from one week to four weeks.	Yes. However we have several channels our people can use to offer feedback or suggestions on how we run the business and our policies. Our Talent and HR people pay careful attention to what people are saying and we are prepared to make changes where/ necessary.	Our policies relating to people can be under review at any time. Our focus is on ensuring Mediabrands is the most welcoming and inclusive workplace possible. We do not benchmark just against our industry - we have a wide focus across business to be aware of steps we can take to ensure Mediabrands has leading and comprehensive people programs.	There are no barriers. We are committed to being a sought-after employer. People programs are a vital part of Mediabrands' industry and business profile and we have a Talent Team of nine people who focus only on our people programs.	Our aim to ensure every attempt will be made to support returning parents whether that be training via our in-house learning and development team, flexible working arrangements or role adjustments in order to come to an agreement solution suitable to both the business and employee.	Maintaining regular communication with our people helps to bridge the gap between work and family life, but most importantly we want to make sure our people feel valued at all times. Keeping in touch with them while they are away on parental leave is extremely important in order to maintaining our skilled workforce and encourage them to return to work. Confidence and inclusion is a huge factor for the return of someone on parental leave. Mediabrands has a contact program in place whereby each person on maternity has the option to choose a representative to send important information, telephone updates, invitations to team meetings or development exercises and training (using teleconferencing if needed) and invitations to social occasions.	Majority of our employees take around 1 year however everyone has the option to extend their leave up to another year if they choose.	Mediabrands understands flexible working arrangements are important in order to help support the careers and lives of all our people. We have developed flexible work guidelines to support workplace flexibility, help maintain a work/life balance, increase productivity and assist in attracting and retaining our great people. These guidelines are not just for returning mums or dads, but for all our people. To ensure Mediabrands is providing a most welcoming environment for parents, we are looking at introducing child-care facilities during school holidays. We are in discussions with a Government approved business who would host a school holidays program within our Mediabrands offices. They provide a range of activities for kids between 4 and 12 and includes sport & fitness, art & craft, science & food. We have conducted a survey to find out how many people have school aged children and would be interested. If we have enough parents who would utilise this program, we are committed to securing this program.	That's hard to say given we are focused and responsive to what people within our business need and request of us in terms of their workplace and well-being.
<b>Publicis Communications</b>	Yes	Maternity Leave Pay: - 4 weeks for 1-2 years' tenure - 8 weeks for 2-3 years' tenure - 12 weeks for 3-4 years' tenure - 16 weeks for 4+ years' tenure - Option to have full monthly payments or half pay to double the period of pay  Paternity Leave Pay: - 10 days for 1-2 years' tenure - 20 days for two or more years' tenure (can be taken as they choose within initial 4 months from birth i.e. 3 consecutive weeks or a number of weeks 3 days per week) - Additional five days unpaid (if requested)	When we reviewed the previous policies across our different agencies we felt that we needed to set a new benchmark and align the best practices for all of our people to benefit from. There were some really strong and supportive policies we had in place, but overall we wanted to move things forward considerably. We believe our new policy is a progressive step forward.	We developed our new policy late last year, in close consultation with parents across our business to ensure they have the best level of financial support and job security. It was launched in January 2018 and we believe Publicis Communications' parental leave policy helps set a new standard for working parents, and we are excited to offer increased support to help them balance the amazing work they do every day, with the everyday requirements of being a parent.		We have a three-pronged approach to support parents returning to work, including: Part-time / full-time pay benefit: - Month 1 and 2 - full-time salary working three days per week - Month 3 - full-time salary working four days per week - End of month 3 - flexible working options discussed to develop a RTW program based on individual circumstances First week support: - Reduced day hours of 9:30am-4:30pm - Inductions with any new leadership staff First year support - \$500 emergency childcare fund for work-related costs in first year	Our people on maternity leave continue to play an important role as part of the Publicis family, and we remain deeply committed to maintaining consistent and ongoing communication at a manager, peer and HR level. Of course we also respect each individual's wishes in respect to how to best communicate throughout this important time connecting with a new little human. We have developed a bespoke mobile program which provides quarterly check ins and the alternative to opt in or out of agency updates. We have a return to work manager/employee communication plan which ensures a smooth transition back to work.	In general we find parental leave is between 10-12 months.		
<b>Dentsu Aegis Network</b>	Yes	At Dentsu Aegis Network (DAN), we provide generous parental leave support to our people. For primary carers, this includes 16 weeks of paid parental leave, plus up to 12 months of superannuation contributions. For non-primary carers, we provide 4 weeks of paid parental leave and up to 8 weeks of unpaid parental leave. We also provide extensive support to help guide employees and managers through the pre, during and post parental leave process.	Being a new parent is one of life's most important and rewarding events and it's our role as an employer to ensure that our people feel adequately supported throughout the entire experience. Whilst we are really pleased with our current parental leave offering, there is always room to improve and expand the level of support provided.	Our Diversity & Inclusion Council - comprising leaders from across our business - led an extensive review of our parental leave policy in 2017, and continue to evolve our offering in line with industry best practice.	I see our current policy evolving over time but, much like any company policy, it's about finding the right balance between social progress, legislation, employee welfare, and business productivity.	Part of our parental leave policy review in 2017 encompassed return to work, to ensure employees and managers felt supported through this important part of the journey. A number of resources have since been developed to guide all carers and managers prior to, during and when returning from parental leave.	In a fast-paced business like ours, it's important that we maintain an appropriate connection with our people whilst they are on parental leave without intruding on their parental responsibilities. To do this, we typically sit down with the employee before they commence their parental leave to understand their communication preferences whilst they're out of the office. During this conversation we would agree on an engagement framework that includes key contact points, the types of information to be communicated, the frequency of engagement, preferred communication channels. In addition, we would also discuss how they'd like to transition back to work after finishing their parental leave which could include the use of keeping in touch days, as an example.	The average duration of paid and unpaid parental leave for a primary carer at DAN is 12 months.	We advocate for the use of Flexible Work Arrangements to support employees returning from parental leave. This could involve temporarily varying hours of work, changing the pattern of work or changing the location of work such as working from home.	Whilst we regularly assess both market and industry practice to ensure our parental leave benefit is competitive, we also look beyond traditional media agencies to include progressive technology companies and professional service organisations. Notwithstanding this process, our focus is to continually listen and understand the needs of our people and then use the collective insight to evolve our offering over time.
<b>Seven</b>	Yes	Seven allows male full or part time employees with 12 months' or more service to take up to 5 days of their carer's leave on the birth or adoption of a dependent child, provided the employee's carer's leave entitlement has not been exhausted for that year.	We regularly review and assess all our policies to ensure they support our people as much as possible while also being appropriate for the business.	If and when there are any changes, we will communicate them directly to staff.	None	Individual managers work with those returning to work, with the aim of being as flexible and accommodating as is possible and appropriate for the role they return to.	Individual managers are responsible for engaging with team members on parental leave, with the aim that when they are ready to return to work they are fully prepared.	Most take 12 months.	Yes we do. We always do our very best to be as flexible and accommodating as possible, and many of our people have flexible working arrangements.	
<b>Nine</b>	For many years, Nine has had a paid parental leave scheme in place.	Nine's parental leave scheme is above the award providing 12 weeks to the primary care giver and two weeks for the secondary care giver, to all employees with 12 months or more service.	We have in recent months overhauled this scheme to ensure consistency across the business and allowing all Nine's employees to enjoy the same benefits.	N/A	N/A	Each year around 100 staff take advantage of either primary or secondary leave and they are supported by their managers in doing so.	Managers also keep in regular contact throughout this leave period on issues such as ensuring a smooth return to work.	Nine values it's employees and recognises the importance of flexibility and providing an inclusive workplace for all employees. Our employees tell us that programs such as our parental leave scheme and the variety of flexible arrangements (job sharing, part time, altered start/finish times, work from home) are a key benefit for them at Nine.		
<b>Ten</b>	Yes.	Network Ten provides employees who leave at least 12 months of continuous service up to eight weeks paid maternity leave and up to one week paid paternity leave.	Yes. Having said that there's always room for improvement, especially with our paternity leave.	We continually review all of our caring policies and be across new and creative ways to improve the support we provide to our employees who have caring responsibilities. The key is to have a range of supportive practices to allow for the different needs of our employees.	Our "All Roles Flexible" policy, which was introduced five years ago, tends to be used when people are returning to work to allow for flexibility with their caring requirements. We have a strong practice of supporting parents returning on a flexible basis.	We have a "Keeping in Touch" program in place which is aimed at engaging and assisting staff on parental leave to have an easy transition back into the office and remain connected while they are on leave. We also have a dedicated "Caring and Work Corner" on our staff intranet which contains helpful resources to assist staff with the various stages of family life they may experience. These resources cover a broad range of caring responsibilities such as having your first child, caring for family members who may have a disability, are sick or aging, dads and partners and returning to work from parental leave. We also have a dedicated Care and Work contact within our Human Resources team.	We usually see staff taking 52 weeks off.	Our "All Roles Flexible" policy provides flexible work options to all employees. We currently have an corporate discount with a local childcare centre for our Sydney office which is available to all staff. Our comprehensive EAP (Employee Assistance Program) offering is also available to staff who may require further counselling support.		
<b>Havas</b>	Yes	Yes - PPL works on a sliding scale up to a maximum of 12 weeks paid depending on tenure. Some agencies also provide a return to work childcare bonus. We also offer time off for appointments (medical or adoption). Working from home allowances and a phased return to work or part time work where possible.	We are currently reviewing our policies to ensure that we remain at the forefront in terms of supporting our people. We know that our people are our greatest asset and supporting them as they go through life's changes is important to us. As a result, and as we all come together under 1 roof, we will be reviewing our policies across the village to ensure that we provide the best offering possible to our people.	Yes, we will be reviewing these across the board later this year.		Yes to all of the previous across the board except contribution to childcare which varies by agency.	Via email/phone - ensuring they are invited to socials, and kept abreast of any important company announcements.	On average 12 months, some people have taken less, whilst we have had some others extend past their 12 months	Yes, we offer part time work, phased return to work and working from home where possible.	
<b>Fairfax</b>	Yes	- Primary carer has increased from 8 weeks to 16 weeks; - Supporting parent has increased from 1 week to 2 weeks; - Supporting parent becoming primary carer has increased from 8 weeks to 16 weeks (less 2 weeks supporting parent leave taken).	N/A	N/A	N/A	Employees can access 10 'keeping in touch' days per 12 month period of parental leave in order to maintain workplace connection, stay current with business priorities, refresh skills and prepare for their return to work.	We have 'keeping in touch' arrangements	N/A	Yes - we provide flexibility	
<b>News Corp</b>	Yes	News Corp Australia provides 10 weeks paid parental leave, including superannuation, to News Corp Australia employees (who have completed 12 months of continuous service), who are the primary caregivers at the time of birth or adoption of a child. Non-primary caregivers at the time of birth or adoption of a child are entitled to five days paid parental leave. Derrick Crowley, chief transformation officer at News Corp Australia says that supporting families at News Corp Australia makes good business sense. "We are, after all, at the very heart, a family company." News Corp Australia's Parental Leave Policy proudly outlines how we help our people during a key life event such as the birth or adoption of a child."	"News Corp Australia has been paying above Award and led the industry for many years - something of which we are very proud," said Mr Crowley. "Our return-to-work ratios is 85%, and retention rates remain high once they return, demonstrating that our people love where they work, they love what they do, and they feel supported during their leave period and once they return."	We are constantly looking at ways to improve our offering. We have a number of policy changes at the research phase including further financial support and a coaching programme for parents returning from parental leave.	We are satisfied with the current policy, and we regularly receive positive feedback about it. The main barrier to change would have to be increased costs to the business.	Yes we have a Return to Work policy as part of the company's Parental Leave Policy. We also have an additional Flexible Working Arrangement Policy.	News Corp Australia also runs a 'Keep in touch' program for employees on parental leave. "Driven mostly by our business leaders, we focus on continual two-way communication and engagement so they continue to feel part of the team. We share news and newsletters, we invite staff in for social events, gatherings, Town Halls, announcements, and importantly invite them to introduce their new family member to the team. This helps with their transition back to work."	Our employees take anywhere from three months to 24 months for parental leave. It is, of course, a personal decision, managed in consultation with our HR and business leaders.	Yes, we have a Flexible Working Arrangements Policy which describes our offerings and our processes in order to manage the wide and varied range of requests. This include, but are not limited to: reduced hours; gradual return-to-work hours; working from home; and other flexible working arrangements tailored to people returning to work, as well as those transitioning towards retirement.	Many employees find a way to combine their parental leave, annual leave and long service leave, with support from the government's parental leave pay scheme, which assists with the often overwhelming costs of having a child.
<b>Google</b>	Yes	"All birth mothers receive a minimum of 18 weeks of maternity leave. In 2017, we updated our parental leave to provide all non-birth parents around the world with at least 12 weeks of paid parental leave to spend with a new child. Googlers who are new dads, adopting a baby, or becoming a parent by surrogacy or another means have the same amount of time to bond with a new child."								
<b>Facebook</b>	Yes	Four months paid maternity and paternity leave in the child's first year. (This applies to birth or children placed for adoption). The employee may take up to 10 days of Paid Baby Leave all at once or intermittently within one year after the birth or placement of the child.	We are always looking for new ways to enhance employee benefits.	We are always looking for new ways to enhance employee benefits. We've also added Baby Cash, maternity benefit, support for nursing mums and surrogacy/adoption support programs to the benefits package in this area.	We continue to enhance our programs every year based on the highest industry standards and feedback from our employees.	Yes	Yes, but based on that individual's desire to engage with work during their leave. The employee keeps email account, internal comms access and tech.	Up to the individual and their own situation.	Yes. Flexible start and finish times according to roles, plus working from home periodically.	
<b>Spotify</b>	Yes. We boast one of the world's most progressive parental leave policies in the world.	Our enhanced Parental Leave benefit is made up of 2 elements: - 6 Months 100% Paid Parental Leave regardless of gender (available to both mums and dads); - All permanent employees who have a child come into their life whilst they're employed at Spotify will be entitled to take 6 months of fully paid parental leave up until the child's 3rd birthday (or three years from the date the child comes into their life). - Employees are encouraged to take the full 6 months, and have the flexibility to use all of the leave at once or to break it up into a maximum of three separate intervals. - 1 Month "Welcome Back" Program	We do. If anything, as of today, we strongly believe it vastly exceeds the "standards" of paid leave of most government statutory paid leave around the world.	No - Given we launched this program 2 years ago, and the overwhelmingly positive feedback from our people who have taken leave, we believe as of today, we are offering our people with the right amount of time and flexibility to be able to take the time away from work to be at home and focus on the newest member of their family.	N/A	The transition new parents face when they return back to work after parental leave can be tricky, so to help that adjustment, parents returning from their first period of parental leave will have the flexibility to ease back into the workforce for up to 1 month with the following flexible work arrangement options including working from home, part-time or flexible work hours	Our philosophy is that we do not really engage with our people when they are on leave. Our belief is that if you are going to take parental leave, you should focus on taking that time to be with your family with as little distraction from work as possible. On that note, we also realize that people are different, and prioritise differently. Therefore, our door is always open for employees on parental leave to stay connected, come into the office to check in, etc. We empower our people to decide how engaged they want to be with Spotify during their time out.	See details of our plan offering.	See above, re: return to work policy.	