
You are so important to us – the whole you, not just the ‘at work’ you. Your family life - whatever that might look like - and the responsibilities that come with it, are part of who you are, and we want you to know that is important to us. We:

Whānau Policy

- o Normalise a comprehensive approach to childbirth, parenting and family life
- o Acknowledge that the makeup of families and priorities differ between families and different stages of life
- o Support all team members to achieve a fulfilling family/work balance and seek to minimise the impact of parenthood on career development
- o Understand that family responsibilities can range from a fertility journey to supporting elderly parents

Policy highlights:

Paid fertility leave

Topped up paid parental leave for 12 weeks

Paid Partner’s leave

‘Whānau Balance’ conversations and flexible work options

Back to Work bonus

Scaled budgets after parental leave, inclusive progression and remuneration reviews when on parental leave

Inclusive bereavement leave

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