

ANZ New Zealand Limited

Work Life Balance

One of New Zealand's largest employers is two years ahead of the Government's paid parental leave changes, allowing parents to balance their work and home commitments during one of life's biggest challenges. ANZ employs 8,000 staff across New Zealand, around 240 of whom are on parental leave at any time. To help provide as much flexibility as possible to these parents, and limit the financial disadvantages created by some parental leave policies, ANZ has increased its paid parental leave policy to 26 weeks of full pay after the birth or adoption of a child.



ANZ's policy also provides KiwiSaver contribution to staff on their return from parental leaves, gives staff on parental leave annual leave at the full rate and allows them to attend work for a paid day every three months to remain in touch with their teams. Parents can also take two further weeks of paid family leave during the first year of their child's life, increasing the entitlement to 28 weeks in full. All these entitlements are available to be taken or shared with a secondary caregiver, commonly a father. The initiative was created by the Human Resources team at ANZ and was endorsed by the Leadership Team and Board. It was launched on the eve of International Women's Day by CEO David Hisco, who said at the time, "We want our staff to feel supported, so they can give their kids the best start in life. I know those first months are important, so I want our staff to feel they can choose to spend time at home if they wish, with less financial strain."

ANZ's "all roles flex" approach means that following parental leave, staff can return to the workforce in a flexible manner, through graduated returns, part-time work, job sharing and remote working. The initiative, understood to be the most generous of New Zealand's large employers, has seen a very positive reaction internally. ANZ won the 2018 PORSE Mum-Friendly Workplace Awards as a result of its parental leave initiatives. In presenting the award, PORSE said the better businesses are at supporting working parents, the more loyalty they felt towards their employer. One mother nominating ANZ for the award said, "ANZ made my transition back to work so much easier by giving me the option to work from home. This enabled me to continue to deliver on my responsibilities as well as being able to go above and beyond."

Chloe Taylor-Dykman, who is expecting her first child in July, says, "This is a great surprise; it's just worked out perfect timing for us. A lot of my friends will just get the Government minimum of \$450 a week and they keep saying how lucky I am that ANZ will top this up to my normal wage. It makes you think you're working for a really good company and you want to come back."

Angela Jia is expecting her second child in July and says the extra pay will take a lot of financial pressure off her and the family, "We were thinking my husband might have to put his studies on hold while I was on leave but this means he can keep up with his studies. It's great news."

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