

# DISRUPT OR BE DISRUPTED



Grant Thornton is courageously leading the industry through new and innovative people initiatives. Our people and our clients are at the heart of everything we do. We're passionate about creating a great experience for our people so they are inspired to drive great outcomes for our clients.

## MARKET LEADING AND INNOVATIVE LEAVE OPTION



We're challenging the outdated long service leave legislation by providing our people with an extra week of leave a year through early access to their long service leave.



### DID YOU KNOW?

SPENDING TIME ON FITNESS, FAMILY AND WELLBEING WAS RANKED AHEAD OF A FULFILLING CAREER BY BABY BOOMERS, GEN-X AND MILLENNIALS.

AUSTRALIAN NIELSEN CONNECTED CONSUMERS REPORT, 2016

## GRANT THORNTON FLEX APPEAL



We embrace flexibility. We are empowering our people to work flexibly by providing all our people with the opportunity to access flexible work. By mainstreaming flexibility we are taking away the stigma often associated with flexible work so that all our people can achieve their personal aspirations and continue to deliver great outcomes for our clients.



### DID YOU KNOW?

79% OF YOUNG FATHERS WOULD PREFER TO CHOOSE THEIR START AND FINISH TIMES BUT ONLY 41% ACTUALLY DO.

ORGANISATIONS THAT EMBRACE FLEXIBILITY INCREASE PERFORMANCE, PRODUCTIVITY AND ADAPT TO CHANGE FASTER.

DATA FROM DIVERSITY COUNCIL OF AUSTRALIA, 2012

## INDUSTRY LEADING PAID PARENTAL LEAVE PROGRAM



We are leading our industry by increasing our primary carer paid parental leave to 26 weeks over the next 12 months. Effective immediately we will now provide 20 weeks paid primary carer parental leave and will increase to 26 weeks over the next year. We are also increasing our paid secondary carer parental leave from 1 to 2 weeks.



### DID YOU KNOW?

AVERAGE OF 11 WEEKS PAID PARENTAL LEAVE ACROSS INDUSTRIES VS 26 WEEKS AT GRANT THORNTON.\*

UNPAID TIMEOUT OF THE WORKFORCE IMPACTS SUPERANNUATION. 60% OF WOMEN AGED 65 – 69 YEARS WILL HAVE NO SUPERANNUATION AT ALL.\*\*

\*2014 – 2015 WGEA AUSTRALIA GENDER SCORECARD. \*\*DATA FROM ACTU 7 MARCH 2016