

## KPMG

### Work Life Balance

KPMG, a worldwide network of professional firms providing financial services, is doubling down on its support for employees who have children through a number of policies that are leading to benefits for the organisation and its people.

KPMG employs 1,145 staff across New Zealand, at offices from Auckland to Timaru, operating in a number of industry sectors.

To better serve its employees who are parents or carers, KPMG launched the Family@KPMG programme, which includes:

- Family Prosperity payments, which match the Government Paid Parental Leave payments for up to 18 weeks for eligible employees
- A KPMG Aunt or Uncle as a buddy to provide informal support throughout Parental Leave
- Share Your Journey, which provides the opportunity to communicate with other KPMG parents on a Facebook page
- A KPMG Family Gift for all staff who become a primary or secondary carer
- The continuation of eligibility for annual performance, salary reviews and bonus payments while on Parental Leave
- The Reconnect Coaching Programme, which helps parents transition back to work smoothly
- Flexible work practices and a leave policy that provide options to support time away from work for family reasons.



These policies were developed through forums, feedback, research, a review of existing policies and conversations with other organisations. One important aspect of Family@KPMG is that it is consistent throughout the organisation, where in the past the Parental Leave policies were different between offices and teams.

Family@KPMG was rolled out nationally in January 2017 through an email from the Chief Executive. It is continuously supported by senior management, and the People, Performance and Culture team follow up with returning employees to get feedback on their experiences.

Family@KPMG has benefitted the firm in a number of ways. It has led to a decrease in loss of internal knowledge and turnover of senior women, which leads to saving on recruitment and training costs.

Reconnect Coaching has led to an increase in employee confidence, and some managers are noting that employees at a higher level tend to be more empathetic and considerate towards working parents.

Employees have been extremely positive about Family@KPMG. One staff member, Mary, says, "I felt like I had won Lotto as the extra financial support enabled me to spend more time with bubs without having to worry about how we were going to pay our mortgage."

Carly says she "felt supported through Family@KPMG", and Nicola says, "It helped me with my self-esteem and gave me confidence in my role."

Dylan says, "As a new father, the KPMG Partners and Family@KPMG initiatives supported me while going through a period of significant change. What really stood out was the support that we received from management. I didn't feel pressured by management to return to work.

"It really makes a difference when your employer goes beyond the legal requirements to provide personal support during a significant life change."

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