
PEXA

Case Study: Parental Leave Policy

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From Parental Leave to Child Care -

PEXA leads with suite of family-friendly policies

With childcare costs on the rise and a common stress for many Australian working parents, Property Exchange Australia (PEXA) are providing significant support to their employees with their new policies that include up to \$1000 per month of childcare assistance.

The company's updated policy includes 26 weeks of paid parental leave for primary caregivers, available to all full-time employees who have been at the company for six months. The leave can be taken in instalments, with 20 weeks to be taken at the start, and six weeks available upon their return that they can use flexibly within 18 months.

Secondary carers are eligible for three months of paid parental leave, which can be used flexibly within 18 months or as one continuous block.

In further support of their working parents, PEXA is also offering holiday support, which includes on-site school holiday program for primary school-aged children. Parents donate \$10 per day per child to The Alannah and Madeline Foundation through the PEXA Workplace Giving platform.

Other family-friendly and wellbeing measures include wellness days, financial planning, meditation, nutrition, bootcamps, and subsidised gym memberships – all of which are aimed at supporting a new generation of employees and reinforce PEXA's position as an employer of choice for not just working parents, but all employees.

“Getting the balance right was really important to us. We wanted to make sure our policies were inclusive for all, so while the parental leave policies tend to have a lot of focus, we also worked to make sure every employee, regardless of parenting status, could benefit from things like flexible working, subsidised gym memberships and professional development opportunities to name a few.”

- Linda Hibberd, Executive General Manager, People Experience at PEXA

The policies come from extensive research and an ongoing focus on what PEXA employees want. The People Experience team also researched what the best companies around the world were doing, and were therefore able to clearly articulate the benefit of further investment into the program.

The suite of policies was supported by the entire business, with the board and shareholders all showing their support and encouragement. Unsurprisingly, the response to the policies has been extremely positive.

“The bolstering of our parental leave support alongside the introduction of subsidised childcare and the school holiday program - it’s really just the evolution of the support we provide and the team has loved it.”

– Linda Hibberd, Executive General Manager, People Experience, PEXA

The leading policies come from the company culture that puts its people first, with the belief that providing family-friendly, inclusive policies and a supportive work environment will ensure PEXA employees are happy in their workplace and at home.

“If you want to attract the best talent and deliver the best outcomes for your business, invest first in those that are helping you achieve those outcomes – your people,” says Ms Hibberd.

“Businesses get it wrong if they think of this as a cost. The real cost is in losing your staff. [These policies] are actually an investment. An investment in our people.”