



Parental Leave Policies

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INTRODUCCION



Hume Scope Overview.

At Hume Scope, we provide recruitment professionals with the tools and resources they need to excel in their careers. Our comprehensive suite of services, courses, and programs are designed to support recruiters at every stage of their journey. To date, We've trained over **500** recruitment consultants & agency owners.

Our Services

Our services include training and mentorship, tailored advisory and consulting, and industry-specific resources such as salary guides and commission reports.

Our Approach

Our approach is centered around practicality, innovation, and a commitment to helping individuals, teams, and business owners realise their true potential.

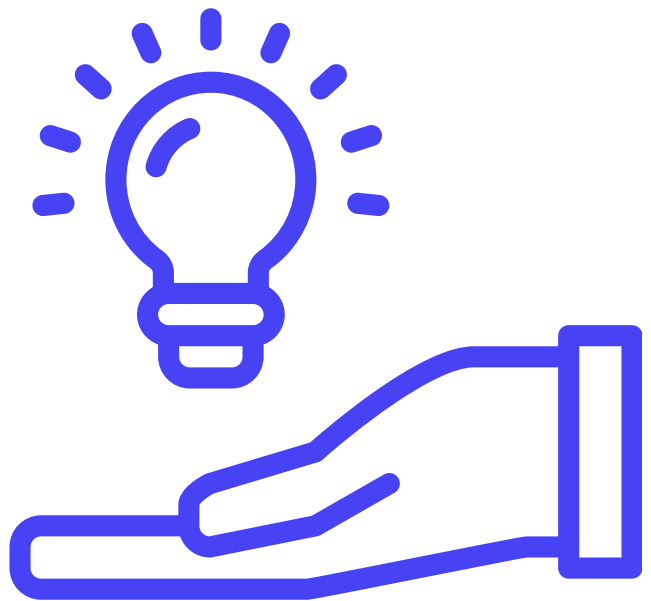


Ez Khan
Co-Founder

Laura Hopes
Co-Founder

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Hume Scope Offerings



Courses and Programs.

We offer a variety of courses and programs to suit the needs of recruitment professionals.

✓ New Recruiter Program

Our 8-week New Recruiter Program is designed to equip new recruiters with the essential skills and knowledge they need to succeed in the industry. We've had over 350 New Recruiters go through this course to date. [Click here](#) for more info.

🔍 Retained Search Mastery Course

Our Retained Search Mastery Course provides recruiters with the tools and strategies necessary to pitch, handle objections & excel in delivering retained search assignments. [Click here](#) for more info.

👜 BD Bootcamp

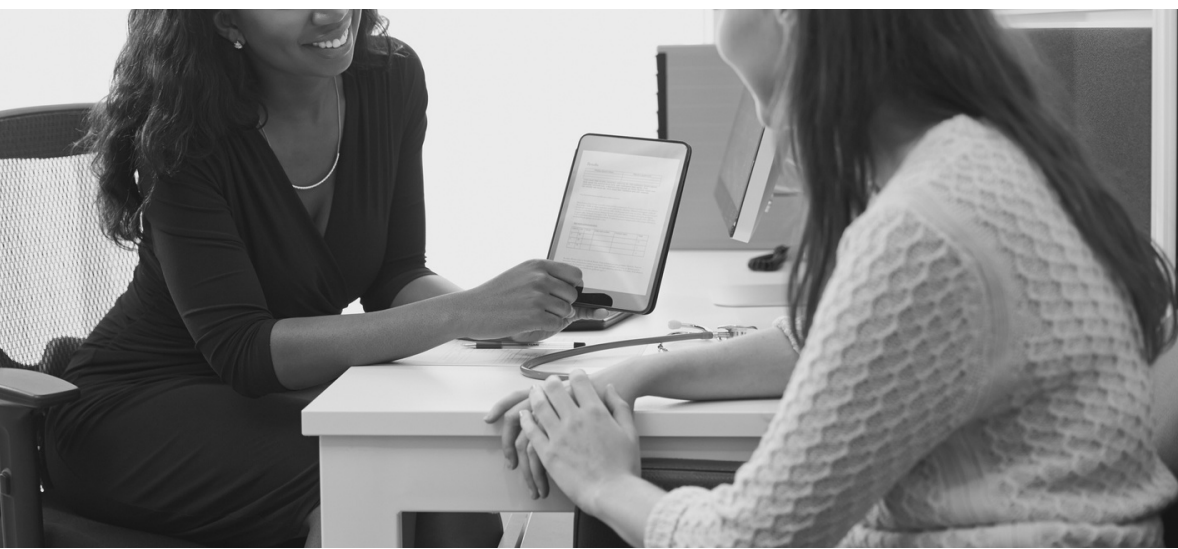
A 6 week program designed for your experienced recruiters to "level up" their business development strategy! Incorporating both traditional and modern methodologies, we take your Consultants through our step by step guide to research, engage and convert prospects. [Click here](#) for more info.

💬 The Leadership Course

Our 12 week program provides your new/aspiring leaders with everything they need on their recruitment leadership journey. [Click here](#) for more info.

👑 The Membership

Our Membership offering provides agency owners and recruiters at all stages of their careers with monthly training across the full 360 recruitment lifecycle. We develop the sessions with current market conditions in mind and deliver them online in a practical, hands on and fun environment. [Click here](#) for more info.



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The Importance of Maternity Leave Policies



Types of Maternity Leave Policies

Maternity leave policies vary across organisations and industries, with some offering more generous provisions than others.

Statutory Maternity Leave

Statutory maternity leave is the minimum amount of paid leave mandated by law. In Australia, this consists of up to **18 weeks** of paid parental leave at the national minimum wage.

Enhanced Maternity Leave

Enhanced maternity leave policies go **above and beyond** statutory requirements, offering employees additional paid time off, superannuation contributions, and other benefits.

Why Have an Attractive Policy?

An attractive maternity leave policy is crucial for recruitment agencies looking to attract and retain top talent, particularly for parents who may be considering a career change or re-entering the workforce.

Attracting and Retaining Talent

Generous maternity leave policies demonstrate a company's commitment to supporting its employees and fostering a positive work-life balance, making it more appealing to potential hires and increasing employee retention.

Supporting Employee Wellbeing

A comprehensive maternity leave policy can help reduce stress and promote the overall wellbeing of employees, contributing to a more productive and engaged workforce.

Promoting Gender Equality

By offering equitable maternity leave policies, recruitment agencies can help break down barriers to women's career advancement and promote greater gender diversity in the workplace.



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Finding - Part I



Agency Policies Overview

Our research into maternity leave policies across Australian recruitment agencies uncovered a wide range of provisions, with some agencies offering far more generous benefits than others. For reference, the statutory maternity leave in Australia is 18 weeks of paid leave at the national minimum wage. Unfortunately, we were unable to find a "standard" across the industry with all agencies having their own variation.

Range of Maternity Leave Durations

The duration of paid maternity leave varied greatly among the agencies surveyed, with the following examples:

- One agency offers 12 weeks of paid parental leave, which is shorter than the statutory 18 weeks but provided at a higher pay rate.
- Another agency provides 12 weeks of paid parental leave for either partner, along with a year's worth of superannuation contributions, offering more financial support than the statutory requirement.
- Another agency offers paid leave covering IVF, termination, and miscarriage, as well as secondary carer's leave for all genders, which goes beyond statutory requirements.
- An agency offers 8 weeks of paid maternity leave after 2 years of service, and 12 weeks after 5 years. Some of their clients offer up to 26 weeks of full-pay maternity leave, exceeding the statutory duration.
- Another agency offers full maternity benefits, including an undisclosed duration of paid leave, which could potentially surpass statutory requirements.

Additional Benefits Offered

Some agencies went beyond the standard leave duration and offered additional benefits, such as:

- Paid leave for IVF, termination, and miscarriage
- Secondary carer's leave for all genders
- Flexible return-to-work arrangements, such as working 4 days a week at full pay

Paternity Leave Policies

Paternity leave policies also varied among the agencies surveyed:

- One agency offers 2 weeks of paid paternity leave.
- Another agency offers paid paternity leave, although the duration is not specified.



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Findings - Part II



Negotiating Maternity Leave Benefits ■

Our findings also revealed that some employees were able to negotiate additional maternity leave benefits based on their individual circumstances and performance.

Examples of Negotiated Benefits

- In one agency, an employee received commission payments during her maternity leave, which effectively covered her entire base salary for her 1-year absence.
- In another agency, the same employee negotiated extra payments for her maternity leave after establishing a strong track record of high performance.

Key Takeaways for Agency Owners & Leaders ■

Based on our findings, agency owners and leaders should consider the following points when evaluating their own maternity leave policies:



Attract and Retain Top Talent

Offering competitive maternity leave policies can help your agency stand out to potential hires and retain high-performing employees.



Support Employee Wellbeing

Generous maternity leave policies can contribute to the overall wellbeing of your employees, resulting in a more productive and engaged workforce.

= Promote Gender Equality

Equitable maternity leave policies can help break down barriers to women's career advancement and promote greater gender diversity in your agency.



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**Points to
Consider for
Maternity &
Paternity
Leave Policies**



Crafting Comprehensive Parental Leave Policies

When designing maternity and paternity leave policies, agency owners and leaders should consider the following points to ensure they offer a competitive and supportive environment for their employees.

Duration of Paid Leave

Consider offering a duration of paid maternity and paternity leave that is competitive with industry standards and exceeds statutory requirements. Providing longer leave durations can help attract and retain top talent.

••• Flexibility in Leave Options

Allow employees to choose between different leave options, such as taking the leave in a continuous block or spreading it out over a longer period. This flexibility can help employees better balance their work and family responsibilities.

Financial Support

Evaluate whether your agency can offer financial benefits beyond the statutory requirements, such as full pay during the leave or additional superannuation contributions.

This can help support your employees' financial security during their time off.

Support for Both Parents

Extend parental leave benefits to both parents, regardless of gender.

This can help promote gender equality in the workplace and encourage shared parenting responsibilities.

Additional Types of Leave

Consider offering additional types of leave related to parenthood, such as leave for IVF, termination, miscarriage, and adoption. This can provide crucial support to employees during difficult times.

Flexible Return-to-Work Arrangements

Offer flexible return-to-work arrangements, such as part-time or remote work options, to help employees ease back into their roles after an extended absence. This can help retain valuable employees and support their work-life balance.

Clear Communication and Promotion of Policies

Ensure that your agency's maternity and paternity leave policies are clearly communicated to all employees, both during the hiring process and throughout their tenure. This can help foster a supportive work environment and demonstrate your agency's commitment to employee wellbeing.

Regular Review and Benchmarking

Regularly review and update your agency's maternity and paternity leave policies to ensure they remain competitive within the industry. Benchmark your policies against those of other agencies to identify areas for improvement and maintain a strong employee value proposition.

By considering these points and incorporating them into your agency's maternity and paternity leave policies, you can create a more inclusive, supportive, and competitive work environment that attracts and retains top talent in the recruitment industry.



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