

Cisco/FITT Networking Breakfast – 22nd October 2015

Notes from Breakout Sessions

Question: What are some ways that organisations can improve maternity/parental leave policies; what is top of mind for you?

Group 1	<ul style="list-style-type: none"> ▪ Have a companywide policy on flexible working ▪ Generalise the leave – make it non polarising ▪ Make options available for part time, job sharing or other choices ▪ Understand the drivers of individuals – what is important to them ▪ Make everyone aware of the benefits and the support available ▪ Train managers on creating an inclusive culture ▪ Pay superannuation during maternity leave/subsidise childcare ▪ Stay connected on Leave e.g. gets invited to events, team meetings. Make it an opt in/opt out choice by the individual
Group 2	<ul style="list-style-type: none"> ▪ Flexibility for everyone ▪ Paternity Leave ▪ Keep in touch such as team days, lunches with senior management, let them know that you still want job success ▪ Recognise the value of distance and perspective – i.e. you can provide fresh ideas, renewed energy post the break ▪ Return to work bonus rather than money during leave as a retention policy is unhelpful. Employee need the money during parental leave. Use a supportive culture as a retention tool, rather than holding a ransom ▪ Don't be afraid to ask.
Group 3	<ul style="list-style-type: none"> ▪ Egg Freezing ▪ Clause – Return to work repayment ▪ Post birth complications (Father) ▪ Support – Financial Childcare ▪ Availability of HR Policy
Group 4	<ul style="list-style-type: none"> ▪ More inclusion whilst on leave – Keep connected ▪ Company training on 'Long Leave' ▪ Buddy up system for 1st time parents e.g. 1:1 for 2 hrs
Group 5	<ul style="list-style-type: none"> ▪ What happens for the 2nd/3rd child? ▪ Flexible working – re-entering the workforce <ul style="list-style-type: none"> ○ Mentoring ○ Branding ○ Confidence ○ Value ○ Staying connected to the workforce
Group 6	<ul style="list-style-type: none"> ▪ Integration ▪ Flexibility ▪ Honesty/Open Discussions ▪ Stigma ▪ Knowing your options