

# Becoming an employer in Australia

## How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
<b>Weekly Working Hours</b>	<b>38 hours weekly + reasonable additional hours</b> <small>No max limit for senior management</small>	<b>38 hours weekly for everyone</b>	<b>Flexible working hours</b>
<b>Overtime Compensation</b>	<b>Extended to certain Modern Awards*</b> <small>1.5x for the first 2 hours and 2x for each hour after</small>	<b>Extended to all employees</b>	
<b>Paid Time Off</b>	<b>4 weeks off per year</b>	<b>5-6 weeks + ability to buy additional days</b>	<b>Unlimited time off</b>
<b>Public Holidays</b>	<b>7 national public holidays + state and territory public holidays</b>		

## General benefits

<b>Pension</b>	<b>9.5% by employer; voluntary contributions by employees**</b>		
<b>Healthcare</b>	<b>2% levy on taxable income.</b> <small>Additional 1.5% or less Medicare levy for higher income taxpayers</small>	<b>Private health insurance covering employees and their dependents</b>	<b>+ dental private healthcare</b>
<b>Flexible Working</b>	<b>Statutory right for employees aged 55+, caregivers, parents, disabled or victims of domestic violence</b>	<b>Work from home at least 1 or 2 times a week. Flexible working hours with core hours</b>	<b>Full time work from home</b>
<b>Home Office</b>	<b>When the employer requests WFH, they have to provide an ergonomic workspace to employees</b>	<b>Whatever is needed (as requested by the employee)</b>	<b>Monthly stipend of up to \$150 to cover utility costs</b>
<b>Education &amp; Training</b>		<b>Learning and development budget for conferences and training</b>	<b>Freedom to take any training or conference</b>
<b>Transport</b>		<b>Partial or full commuter allowance (public transport)</b>	<b>Company car and fuel, or a car allowance</b>
<b>Life Assurance</b>		<b>3 times the employee's salary, incl. long-term disability</b>	<b>4-6 times the employee's salary</b>
<b>Meals</b>		<b>Free coffee, tea, fruit and snacks daily</b>	<b>Free meals or subsidised canteens or daily meal allowance of €10</b>
<b>Profit Sharing</b>		<b>Annual bonuses ranging from 6%-10%. Up to half of salary for senior management</b>	<b>Company stocks</b>

## Leave

<b>Sick Leave</b>	<b>10 days paid leave</b> <small>Personal illness or care of a sick family member</small>	<b>Up to 10 additional sick leave days</b>	<b>Unlimited sick leave</b>
<b>Maternity Leave</b>	<b>52 unpaid weeks</b> <small>18 weeks paid at minimum wage through the Paid Parental Leave Scheme</small>	<b>Top up the 18-week benefit to the employee's full salary</b>	<b>Full salary for up to 34 weeks</b>
<b>Paternity Leave</b>	<b>2 weeks minimum wage paid leave</b> <small>Extended to the father or partner, incl. same sex</small>	<b>Top up the benefit to the employee's full salary</b>	<b>Additional 2 to 6 weeks paid leave</b>
<b>Adoption Leave</b>	<b>Same as maternity leave + 2 days of unpaid pre-adoption leave</b>	<b>Top up of the entire leave (2 days pre-adoption + 18 weeks)</b>	<b>Full salary for up to 34 week incl. the 2 days pre-adoption leave</b>
<b>Bereavement Leave</b>	<b>2 days of paid leave per occasion of serious illness, injury or death of a family member</b>	<b>Additional 3-5 days, covering anyone close to the employee</b>	<b>As much as needed</b>
<b>Family &amp; Domestic Violence Leave</b>	<b>5 days unpaid leave each year</b>	<b>Paid leave</b>	<b>Additional days if needed</b>
<b>Community Service Leave</b>	<b>Unlimited unpaid leave for voluntary emergency management activities</b>	<b>Up to 5 days of paid leave for volunteer service</b>	
<b>Long Service Leave</b>	<b>2-3 months full-pay leave for employees with 5+ years tenure</b>		