



Australia

How benefits work

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

General Benefits

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

Leave

Sick Leave	10 days paid leave Personal illness or care of a sick family member	Up to 10 additional sick leave days	Unlimited sick leave
Maternity Leave	52 unpaid weeks 20 weeks paid at minimum wage through the Paid Parental Leave Scheme	Top up the 18-week benefit to the employee's full salary	Full salary for up to 34 weeks
Adoption Leave	Same as maternity leave + 2 days of unpaid pre-adoption leave	Top up of the entire leave (2 days pre-adoption + 18 weeks)	Full salary for up to 34 week incl. the 2 days pre-adoption leave
Bereavement Leave	2 days of paid leave per occasion of serious illness, injury or death of a family member	Additional 3-5 days, covering anyone close to the employee	As much as needed
Family & Domestic Violence Leave	10 days paid leave each year	Paid leave	Additional days if needed
Community Service Leave	Unlimited unpaid leave for voluntary emergency management activities	Up to 5 days of paid leave for volunteer service	
Long Service Leave	2-3 months full-pay leave for employees with 5+ years tenure		