

# Shared Care



A NEW INITIATIVE FOR PARENTS TO SHARE  
CARING RESPONSIBILITIES.



# A word from our CEO.

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I am pleased to recommend to you 'Shared Care' — an exciting new diversity and inclusion initiative that is available to all new Aurizon parents.

The 'Shared Care' initiative is all about choice. It presents a new choice that Aurizon employees will have when considering who takes on caring responsibilities for their child in the first year.

'Shared Care' goes beyond a range of other paternity leave arrangements and our understanding is that it's the first of its kind in Australia. We believe it will alter the dynamics of who takes on childcare responsibilities in Aurizon families.

It incentivises our men to take on primary care of their child to access this benefit **and** ensures Aurizon women will benefit by reducing the potential career and financial impacts of unpaid parental leave and periods of part-time employment.

We know that it won't be for everyone, but we believe that it will change the nature of the conversation that soon-to-be parents have 'round the kitchen table' when thinking about the future.

**Lance Hockridge**

Managing Director & CEO



# Introducing 'Shared Care'.

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**'Shared Care' provides greater choice for families considering child care options for their child in the first year, where at least one partner works for Aurizon.**

The initiative provides a financial incentive based on 'half-pay' for a partner to take a leave of absence to stay at home and care for their child in their first year, allowing the mother to return to work full-time.

Why is Aurizon doing this? The 'Shared Care' initiative is, in part, inspired by Elizabeth Broderick AO, (former Sex Discrimination Commissioner) who stated in 2015 "If I could choose one thing to change, it would be for caring responsibilities to be shared equally between men and women."

It's aimed at redressing an existing inequality and in providing this choice going some way to equalising caring responsibilities and their impacts.

'Shared Care' is inclusive of all families including same sex couples and single parents and is available to birth parents and adoptive parents.



# How does 'Shared Care' work?

The 'Shared Care' paid partner leave can be accessed if one or both parents are Aurizon employees. For example:



## SCENARIO 1

The partner works for Aurizon and the mother works elsewhere

Aurizon employee



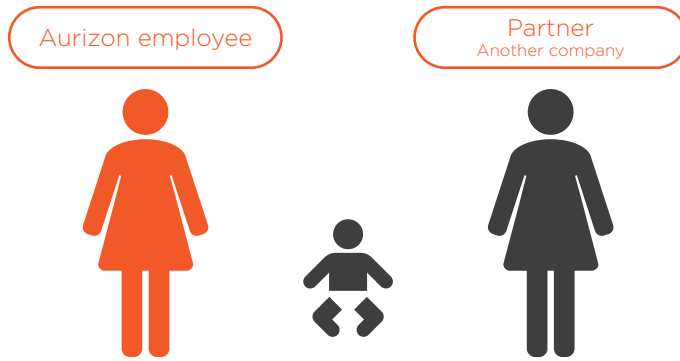
Mother  
Another company



**Example:** Glen works at Aurizon, his partner works at another company, and has recently had a child. She plans to return to work full-time after caring for their child for up to six months. The 'Shared Care' initiative will enable Glen to take between 13 to 26 weeks leave from Aurizon to care for their child full-time and receive 50% of his wages during this time.

## SCENARIO 2

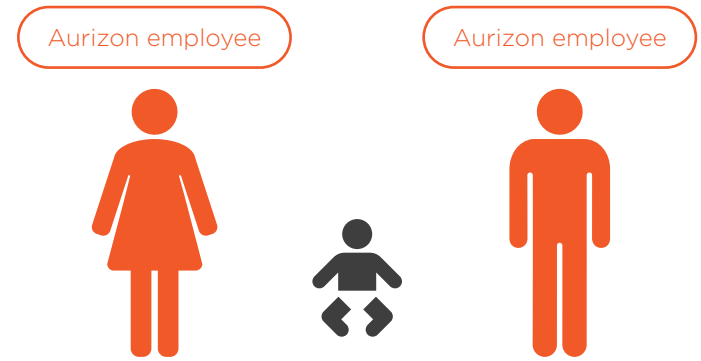
### The mother works for Aurizon and the partner works elsewhere



**Example:** Sue works at Aurizon and her partner works at another company. Sue has recently had a child and she plans to return to work full-time after caring for the child for up to six months. If the only way her partner can take on full-time caring responsibilities for the child is to take leave without pay from her employer (for between 13 to 26 weeks), Aurizon will pay Sue 150% of her wages for the period her partner is on leave.

## SCENARIO 3

### Where both parents work for Aurizon



**Example:** Renee and Jim both work at Aurizon. They have recently had a child and Renee plans to return to work full-time after caring for the child for up to six months. When Renee returns to work full-time 'Shared Care' will enable Jim to take on full-time caring responsibilities (for between 13 to 26 weeks) and Aurizon will pay Jim 50% of his wage for the period on leave.



# Benefits for families. Benefits for Aurizon.

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**'Shared Care' will provide significant benefits for parents and families at home and at work, including:**

- An Aurizon woman's career progression and ability to access opportunities will be improved by reducing the length of career breaks.
- When an Aurizon woman returns to work sooner her superannuation outcomes are improved.
- Studies from Scandinavian countries and Canada have shown that partners who take extended leave get more satisfaction from the time they spend with their children both during their leave and on an ongoing basis.
- Research from the UN and OECD has identified many other benefits when the partner takes on primary care including happier and healthier children who go on to do well at school.
- Childcare and workplace flexibility will expand from being a 'women's only' issue, driving reform in this area.

**There are a number of benefits for Aurizon by the introduction of this new initiative:**

- This initiative is innovative and will continue to drive the cultural change at Aurizon, particularly in regard to the introduction of a diversity and inclusion initiative that provides increased options for male employees.
- It demonstrates our commitment to diversity and inclusion and our aim to attract more diverse talent.
- 'Shared Care' can assist in retaining our women.
- Decreased duration of female parental leave absences will enable Aurizon to better utilise the talent of a diverse workforce.
- All of the above leads to it being the right business decision as Aurizon believes the commercial benefits will outweigh the costs.

# Other parenting benefits at Aurizon.

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## **SUPER BOOSTER.**

Research from Industry Super Australia shows the primary caregiver of children, predominantly women, can have up to 46% less superannuation (the equivalent of up to \$90,000) at retirement than men. A major contributing factor to this is the unpaid breaks from work when having a family.

To help address this, Aurizon provides a 'Super Booster' to employees for up to 14 weeks of unpaid parental leave. This benefit is only available from a handful of Australian companies.

## **PARENT PEER SUPPORT GROUP.**

At times, parents can feel under pressure, uncertain or overwhelmed. The Parent Peer Support Group is an internal network of Aurizon employees who are available to provide support, ideas and coping strategies for anyone facing the challenges that come with pregnancy, parenthood and juggling a work-life balance.

## **HELP AT HOME.**

Aurizon has a 'Help at Home' program aimed at easing the transition back to work for employees to manage their responsibilities at home. It is available to all eligible employees returning to work after taking parental leave.

Employees can engage defined childcare, household and personal services as well as career coaching that will be reimbursed to the value of \$1,500 over a maximum period of 12 months, from the date the employee returns to work.

## **MY MENTOR-PARENTAL LEAVE.**

All Aurizon employees going on, or returning from, parental leave will receive a 'My Mentor-Parental Leave' program kit. This program supports parents and encourages them to remain engaged with their career. The kit provides practical support on how parents can juggle career and family.



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