

## A comparison of working conditions of major financial institutions\*

Employer	Paid parental leave	Job sharing arrangements	Telecommuting (working from home)	Employer funded Employee Assistance Program (EAP)	Flexible working hours
ABN AMRO	12 weeks paid leave for primary carers and two weeks paid leave for secondary carers	Yes	Yes	Yes	Yes
ANZ	12 weeks paid parental leave	Yes	Yes	Yes	Yes
Bendigo Bank	Six weeks paid leave available for maternity leave and one week for paternity leave	Yes	Yes	Yes	Yes
Citigroup	12 weeks paid leave for primary care giver	Yes	Yes	Yes	Yes
Commonwealth Bank	12 weeks paid parental leave	Yes	Yes	Yes	Yes
Deutsche Bank AG	14 weeks paid leave	None currently in place	Yes and working on a formal policy	Yes	None in place currently but working on a formal policy
GE Money	12 weeks paid leave	Yes	Yes	Yes	Yes
HSBC	12 weeks paid leave. Also offer split leave to accommodate employees who choose to share the care of their baby in the first year	Yes		Yes	Yes
ING	Eight weeks paid parental leave for primary care givers	Yes	Yes	Yes	Yes
NAB	12 weeks paid parental leave	Yes	Yes	Yes	Yes
St George	13 weeks paid parental leave	Yes	Yes	Yes	Yes
Westpac	12 weeks paid parental leave or 24 weeks at half pay	Yes	Yes	Yes	Yes

\* As at 19/09/08, based on 06/07 EOWA reports for employers with 600 employees plus.