



LLOYD'S STORY: GENDER NEUTRAL PARENTAL LEAVE

VIDEO TRANSCRIPT

Hey. My name is Lloyd. I'm a Management Consulting Associate Manager for our T&O practice in Perth.

In September 2020 we had our first baby, Matilda – A covid baby!

At Accenture we have a very good Parental Leave Policy whereby we get 18 weeks paid full time.

So, when Matilda was 1, I used the leave to work part time for 7 months, spending both Thursdays and Fridays with her whilst my wife worked. It was an awesome time together, We got to spend so much time together.

About 3-4 months prior to me taking the leave, I worked really closely with the Project Manager and I was really open and honest about my plans to take the leave.

And to be honest, from the onset the whole process has been extremely smooth and I think it's a testament to the inspirational leaders we have.

The only challenges I did faced were those internally but I was assured from my leaders that it wouldn't impact my chances at career progression, and they were right – in the end I was promoted in the same year that I took my Parental leave.

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