

## Hays

- All career paths and promotion criteria is available on the staff intranet
- Of 347 promotions in 2007 61% went to women
- In all the promotions to senior management positions 75% went to women
- All new staff have individual coaching sessions with managers and peers
- A staff loyalty program was introduced to reward employees with over three years service
- Each year of service after three years gains the employee an extra days leave up to 5 days
- On top of this an extra 5 days is offered on top of the above to employees remaining for 10 years
- After two years service \$500 is given to each staff member to spend on health fitness or leisure activities
- Hays have partnered with ANZ to provide staff with tailored banking and financial services
- A partnership with Careforkids allows Hays staff to access an internet based facility providing childcare referral advice and parenting information
- A Parental leave kit is available to staff
- A new Stay in Touch program ensures women on parental leave are kept engaged with the organisation
- Senior management is regularly assesses on retention rates of staff
- The expansion of e-business and on-line training has expanded women's ability to work flexible hours and working from home
- Successful women are profiled at Hays to provide role models