



# Employee Benefits

PKF Sydney and Newcastle

---



# Development



## Support through Uni Studies

Time off with pay to attend uni lectures and study leave for exams



## Support through CA Studies

- Paying for module and membership fees
- Delivering technical study support
- Time off with pay for exams and celebrating your success



## Dare to Aspire

Taking our people beyond CA studies



## Thrive & Lead

Creating the next generation of successful business leaders



## Leadership Excellence

Developing a pool of internal coaches to support the D2A participants



Opportunities for secondments within the global PKF network



Professional membership fee reimbursement

\*Further details on our development programs is available on following page.



# Be Remarkable

At PKF, we pride ourselves on our ability to train and transform professional careers. Regardless of your career experience, our Be Remarkable Development Framework will take you to the next level.

Our leadership training is open to all team members of PKF and will enable you to have better conversations across all levels of our organisation.

We focus on an individual's strengths and their uniqueness and we look to harness that uniqueness within our organisation.

	Invest in Your Success	Dare to Aspire	Thrive and Lead	Leadership Excellence	K2	Sponsorship Excellence
Who is it for?	The PKF trainee/graduate program is for anyone from 0 to 2 years into their career.	For Seniors to Assistant Managers.	For Managers to Partners.	For senior members of the team who want to be more coach-like in their leadership style.	For those aspiring to be a Partner or part of the C-Suite at PKF.	For executive leaders and highly regarded influencers.
What you will learn?	The skills you need to complement your technical ability.	To shift your mindset and behaviours from doing work to managing the people.	To shift up a gear enabling you to thrive in every aspect of your performance and leadership.	How to improve the quality of your interaction with every connection you make.	You will experience the emotional investment and awareness necessary to succeed as a Partner.	How to use your influence, networks, and political capital to advocate for your protégé's advancement and development while benefiting yourself.
The outcome you'll achieve	To be a more rounded employee with the skills you need for future success.	To be a stronger leader with the skills you need to thrive managing a team.	The leadership skills to bring professional growth to those around you and for yourself.	To become an internal coach, joining our team of internal coaches who support our pathway programs.	Your mindset and behaviour will be that of a business owner with a deep understanding of what partnership entails.	You will benefit from the relationship with the rising talent you ally, and unlock the key to your legacy.
Our Values	Be the change. Belong together. Stay authentic.					
PKF Culture	A desire to go beyond skills training and truly enable PKF to accelerate positive business outcomes, increasing engagement and retention.					



# Flexibility and Wellbeing

## FLEXIBILITY POLICY

Our working conditions vary from unit to unit and person to person to suit individual needs.

This is not just about working from home or remotely, it includes:

- Tailored working hours
- Being rewarded for outstanding performance with ad-hoc additional leave
- Flexibility for personal matters
- Competitive and flexible salary arrangements

## EXTRA DAYS LEAVES



Health & Wellness Day

A Firm wide day off to refresh and recharge



Birthday Leave

Optional for units and/or subject to annual BUL approval



Extra Long Weekends

## ASSISTANCE PROGRAM

Providing our team with free confidential counselling and support via the Employee Assistance Program.



## PARENTAL LEAVE

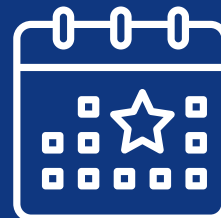
PKF offer a family friendly work place including a competitive parental leave plan



# Community Involvement



PKF is proud to make donations and coordinates fundraisers to support a range of local and national charities



PKF hosts a number of events each year to support nominated charities and we encourage our teams to get involved



Our people are encouraged to get involved in team chosen charities by taking a community day off per year



# Rewards and Recognition



## AWARDS

Star Employee of the Quarter, recognising performance and the Mark Lonnon Employee of the Year



## EMPLOYEE REFERRALS

A bonus scheme operates for employees who assist us by introducing new staff to the firm,



## INNOVATION

The Think Tank program benefits us and we reward ideas



## TEAM SPECIFIC REWARDS

Our teams celebrate wins and excellent performance



## CLIENT INTRODUCTIONS

Referral program for our team members who introduce a new client to the business. Bonus includes 10% of first year fees for recurring and 5% for one off projects.



## MILESTONES

Celebrating loyalty by recognising milestone years of service



# Social and Fun



## DIVERSITY, EQUITY & INCLUSION (DE&I) COUNCIL

Our group of PKF leaders who build awareness, celebrate, coordinate, educate and advocate for diversity in the workplace.



## CHRISTMAS

We enjoy the silly season holding Christmas Parties in each office while recognising those less fortunate and supporting the Salvation Army Christmas Appeal.



## BIRTHDAYS

Birthdays are celebrated monthly with employees receiving a small birthday gift and firm breakfast.



## TEAM SPORTS

The PKF Lunchtime Legends team participates in various corporate sports competitions.



## WEEKLY DRINKS

Unwinding a little early with the PKF drinks trolley.



## NATIONAL EVENTS

We recognise and celebrate events on the national and international calendar.



## EOFY BALL

Our Annual Ball is all about our people and their plus one! We celebrate the year gone by, hand out awards and dance the night away.

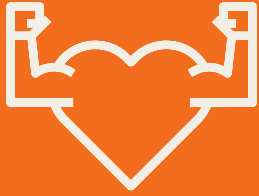


## COMPETITIONS

- Happy Holidays - for great photos over the Christmas break
- Sports Tipping



# Health



## FITNESS

Affordable access to health and fitness facilities through Fitness Passport.



## FLU SHOT

Flu shot provided annually for those wishing to participate.



## HEALTH & CONVENIENCE

Promoting a healthy environment by providing onsite showers, lockers and bike racks.



## CORPORATE DISCOUNTS

Corporate discounts and support through nib Health Fund.



## FRESH FRUIT

We supply fresh fruit in each office.





PKF Newcastle  
755 Hunter Street  
Newcastle West, NSW, 2302

PKF Sydney  
Level 8, 1 O'Connell Street  
Sydney, NSW, 2000