

BENEFITS FOR OUR PEOPLE

Our employees are our greatest asset. We provide access to a range of financial and wellbeing benefits to help support and reward our people.

REWARDING OUR PEOPLE



top of market remuneration



generous bonus structure



salary continuance insurance



substantial employee recruitment referral program



annual Christmas gift



discounts to retail outlets, gym memberships and other offers



G+T awards to recognise our people who do extraordinary things

SUPPORTING OUR PEOPLE



a blend of working in the office and remotely



IT equipment provided to employees to work remotely, through our “Project Wings” initiative*



“Dress for your day” – employees wear appropriate clothing for their workday

“The firm’s Project Wings initiative meant that there was a seamless shift to working from home during the initial lockdowns last year. Seeing that done so well has led teams to encourage flexible working beyond lockdowns – either by promoting regular work from home days, or ad hoc work from home days.”

Janelle Sputore, Lawyer

HEALTH AND WELLBEING OF OUR PEOPLE

- + annual flu injections
- + skin cancer checks
- + Employee Assistance Program (EAP) – available to employees and their families 24/7
- + Grow + Thrive website offering information and tools on a range of health + wellbeing topics
- + sit to stand desks and ergonomic equipment
- + end of trip facilities including lockers and showers
- + subsidised in-house café (Sydney only)
- + fruit baskets and a range of savoury snacks, tea, coffee and biscuits available each day

DEVELOPMENT OPPORTUNITIES

- + tailored learning + development programs
- + external study support including up to 5 days' study leave each year
- + G+T scholarships – successful applications have included scholarships to courses in London and the USA
- + client secondments both in Australia and overseas including providing leave of absence to support these opportunities
- + lack of hierarchy means our people can drive their careers and get involved in the best transactions and work

SUPPORTING OUR PEOPLE PROVIDING COMMUNITY CARE

- + opportunities to participate in charity events and to contribute to our corporate social responsibility and pro-bono programs
- + 20 days' paid leave for employees to volunteer for disaster relief and emergency management activities
- + employer matching of charitable donations made to the G+T Foundation
- + sustainability activities through our "G+T Green Team" who champion environmental initiatives within the firm, such as Plastic Free July

CONNECTING OUR PEOPLE

- + partner and employee led diversity councils including gender, disability, OUT (LGBTIQ inclusiveness), working parents
- + social gatherings and sporting groups including book club, running club, basketball
- + opportunities to contribute to innovation projects + provision of leading legal technology

GENEROUS PARENTAL LEAVE

- + up to 26 weeks' paid parental leave which can be taken at half pay or in two separate periods of leave
- + ability to take parental leave at the same time as your partner – no differentiation between primary and secondary carers
- + leave can be taken within 24 months following the birth of the child
- + no service period requirement to take parental leave – first 8 weeks of paid parental leave provided at commencement of leave with remaining up to 18 weeks' paid at the end of probation
- + superannuation paid on unpaid parental leave up to 12 months*
- + family and parent rooms
- + working parents programs – coaching, resources, advice and tools

"It is encouraging to work at a firm that values working parents and has taken tangible steps to support us, particularly when our children are born."

Elizabeth Lathlean, Lawyer

INCLUSIVE CARERS' LEAVE

- + access to personal/carers' leave for a range of caring responsibilities including caring for elderly parents and family pets

LEAVE BUY-BACK

- + up to 10 days purchased leave in addition to annual leave *

*Terms and conditions may apply, benefits subject to change. For more information, contact [HRSupport](#) or your People Manager