



Employee Benefits 2023

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

Reward & 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

Community Involvement



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

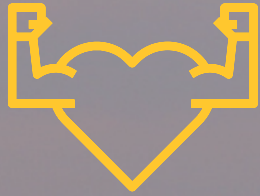


PKF hosts a number of events each year to support nominated charities and we encourage our teams to get involved



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

Health



FITNESS

Affordable access to health and fitness facilities through Fitness Passport.



CORPORATE DISCOUNTS

Corporate discounts and support through nib Health Fund.



FLU SHOT

Flu shot provided annually for those wishing to participate.



FRESH FRUIT

We supply fresh fruit in each office.



HEALTH & CONVENIENCE

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

Flexibility & 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

Social & 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.



BIRTHDAYS

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



WEEKLY DRINKS

Unwinding a little early with the PKF drinks trolley.



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.



CHRISTMAS

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



TEAM SPORTS

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



NATIONAL EVENTS

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



COMPETITIONS

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



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