

Flexibility

Hybrid working. A balanced approach across home and office.

Long weekends. Six paid days a year to extend your weekend, from 2022.

Enhanced primary carer leave. 17 weeks' paid parental leave and a further 9 weeks at half-pay. Return from parental leave on reduced hours for four weeks at your full salary.

Enhanced paternity leave. 4 weeks' paid leave + 2 weeks unpaid leave.

Starting school leave. 8.5 days of leave for permanent employees, which can be accessed within the first term to assist with the transition to school.

Leave purchase: The ability to purchase up to 10 days additional annual leave.



Remuneration

Equity grants. Rewards our top 25% of performers with an equity grant that is 20% of their base salary.

Profit share. An annual incentive when Iress meets its annual profit targets.

Share investment. Invest in Iress shares from your pre-tax salary.

Referral program. A cash bonus for anyone you refer who joins us.

Pension. GPP with a 5% employer contribution & 3% minimum employee contribution



Health, wellbeing & community

Insurance. Income protection insurance. Private medical insurance premiums. Life insurance - 4 x base salary. Health cash plan.

Confidential counselling. Access to our employee assistance program for you and members of your family.

Volunteer leave. Three days' paid leave to participate in volunteer programs.

Cycle to work. Tax savings across bicycle equipment administered via salary sacrifice.

Gym membership. 25% discount at selected private health clubs



Everyday benefits

Professional and personal development. Access hundreds of courses through online training platform Udemy.

Retail discounts. Access to discounts at more than 350 retailers.

Workplace. Contemporary offices.

Mobile phone. Discounts up to 15% off monthly plans on the Vodafone Advantage Scheme.