



IAG Australia announces uplift in employment benefits

IAG Australia, parent company to brands including NRMA Insurance, CGU and WFI, today announced an uplift in its employment benefits.

Committed to fostering a diverse, equitable and inclusive workplace, IAG has enhanced its employment benefits to provide greater flexibility, promote wellbeing and enable people to grow their careers.

IAG Group Executive People Performance & Reputation Christine Stasi said:

“Our people play a vital role in helping us to deliver on our purpose, to make your world a safer place. To continue to attract and retain the fantastic talent we have within our organisation we know we must keep pace with people’s evolving needs.

“We understand everyone is unique, with differing circumstances, responsibilities and challenges. So it’s important we apply that understanding into our workplace policies, ensuring we provide the right support, flexibility and structure to enable people to thrive in their careers and in their lives.

“We’re proud of the culture we’ve created and the leading benefits we offer. The real value however, is in the meaningful work we provide and the opportunity for people to make a lasting impact to the communities we serve,” Ms Stasi said.

The enhancements form part of IAG’s Enterprise Agreement 2024, a three-year agreement recently approved by the Australian Fair Work Commission (FWC). Highlights of the Agreement¹ include:

- **Industry leading 20-weeks of gender-neutral paid parental leave at full pay:** or 40 weeks at half pay, available from the commencement of employment.
- **5 days of paid ‘myLeave’:** in addition to 20 days of annual leave, myLeave is for unexpected life moments or important occasions.
- **Uncapped paid family and domestic violence (FDV) leave:** strengthened support for employees experiencing FDV with no restrictive caps on this form of leave.

Strengthening FDV assistance for employees is an important focus for IAG as it seeks to better support those who are most vulnerable and at risk.

Ms Stasi said, “We recognise the devastating impact on people experiencing family or domestic violence and want to ensure that affected employees can take the time they need to access help and resources, without the added pressure of returning to work within a set timeframe.”

Additionally, employees supporting immediate family or household members impacted by family or domestic violence can access up to 10 days of paid leave.

Proudly certified as a Family Inclusive Workplace, IAG continues to mature its commitment to gender equity and flexible workplace initiatives, tailored to individual and role specific needs. This includes:

- **20 days of paid gender affirmation leave:** to support employees who identify as transgender or gender diverse as they undertake gender transition or affirm their gender identity (for a maximum of 3 years).
- **FlexiTime:** adjusted start / finish times, reduced hours, compressed working weeks / fortnights.
- **FlexiPlace:** work from home, a main IAG site, or an IAG hub, with the option to work up to 30 days annually on either side of the Tasman from the normal work base.
- **FlexiJob:** job sharing and secondments.
- **FlexiLeave:** career break, special leave, defence force leave, shorter working year and more.

To find out more about careers and benefits at IAG, please visit: [Careers | IAG Limited](#)

¹ Subject to terms, conditions and eligibility - for details please refer to IAG's Enterprise Agreement 2024: [IAG Enterprise Agreement 2024 | Fair Work Commission](#)

About IAG

IAG is the parent company of a general insurance group with operations in Australia and New Zealand. IAG's main businesses underwrite over \$16 billion of insurance premium per annum under many leading brands, including: NRMA Insurance, RACV (under a distribution agreement with RACV), CGU and WFI (Australia); and NZI, State, AMI and Lumley (New Zealand). For further information, please visit www.iag.com.au.

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