

2019

Enterprise Rent-A-Car

Parental Policies



Our Commitment



As part of our commitment to gender equality, we offer enhanced shared parental and adoption leave, including surrogacy, that matches our maternity leave policy.

We also offer qualifying employees the option to use their own paid short-term sickness allowance should they need to care for a partner or child who may have a difficult, emergency or catastrophic illness. In the event of a bereavement of a partner or child, employees are given up to ten paid days leave.

For maternity, shared parental or adoption leave, employees receive 100% of their salary for the first eight weeks of leave.* After two years of service, the company pays 60% of the employee's salary for the next 18 weeks.

The company also provides a one month 'phase back' period following leave. Employees receive 100% of pay and have the flexibility to gradually return to their regular working patterns. This helps new parents ease into their new routine and aims to reduce the stress of returning to work.

Currently, the company provides two weeks' pay for employees who take paternity leave* and all employees may request Alternative Work Arrangements (AWAs) to be considered by management at any time.

Employees are given the option to take part in parental or maternity leave coaching sessions with external consultancy Talking Talent. We provide education and seminars on childcare and parenting as well as an interactive nursery search (in some areas) with external company Parental Choice.

Many of our regional teams provide opportunities for parents and babies to come into the office and receive business updates while on leave. These sessions are arranged by our local business directors and HR teams.

*Statutory requirement may apply

Policy Breakdown

Maternity
Shared Parental
Adoption

Leave

100% Salary
for first 8 weeks*

*Statutory requirements may apply

After
2 Years
Service

60%
Salary

for the following
18 Weeks

1 Month
Phase Back

100%
Salary

Gradual Return
to working patterns