



Home Working Programme

Accenture recognises the diversity of our people and is committed to providing a working environment that is tailored to support employees in achieving the flexibility they need over the course of their careers. The Smart Working programme is focussed on delivering this.



Flexible Working

The objective of the flexible working policy is to provide employees with the opportunity to create a working pattern, which meets both personal and business needs, with options that support various working patterns such as flexible hours, part time working, job sharing and term time working.



Childcare Benefits

If you are a parent or legal guardian paying for childcare you may want to participate by agreeing to give up a portion of your salary in return for childcare vouchers via salary sacrifice. You can save up to £243 per month* of childcare vouchers paid through the scheme which is free of tax and National Insurance.

*Amount of tax savings varies depending on tax bracket.



Family Friendly Policies

Family Friendly Policies include Maternity/Paternity Leave, Parental Leave, Adoption Leave, or Fertility Treatment Leave. Moreover, all UK employees are entitled to take a reasonable period of unpaid time off work to deal with an emergency involving a dependant (see policy for definition).

