



Our 4 Day Working Week Trial

Christine Brotherton – Head of People & Capability

***“Christine – I want us to work a 4 Day Week.
And get paid for five days”***

- Andrew Barnes, founder and CEO

Speaking points

1. The premise for our Trial
2. Implementation (how and why)
3. Initial feedback – the good and the bad
4. Results
5. Where to next for us?
6. Why this is important

Quick background - about us

- Perpetual Guardian is the result of the coming together of Perpetual Trust and Guardian Trust over four years ago
- We have over 130 years of experience in providing estate planning options for New Zealanders
- Located across New Zealand with 15 branches (+2 more soon!) and employ over 240 people



The premise for our trial

- Andrew Barnes' research
- Is there a link between productivity levels and engagement?

Implementation – how & why

- Staff-led: cultural change
- One month to organise – client first!
- Understanding of productivity measures
- Minimal guidelines
- Academic assistance to check on staff wellbeing, engagement & stress

Initial feedback

- The “life cycle” of introducing a change
- Challenges
- Opportunities
- Reciprocity
- Pride and pressure

- Undertaking analysis and review
- Initial findings that we can share

Where to next for us?

- Share results of trial with Executive Leadership team and Board
- Decisions
- Share with our staff
- Share widely externally
- Ultimately – cultural change

Why this is important

- Flexible working – but is it really working?
- Legislation as an enabler
- Potential impacts upon: health, gender, stress, commerciality (office space, power) real conversations on productivity
- In 10 years from now.....

“Our people are passionate about what they do, how they do it and care about the well-being of those who have entrusted them with the safe guarding of their assets.”

Andrew Barnes | Managing Director of Perpetual Guardian