

Flexible working

Deloitte introduces flexible public holidays for UK staff

Policy aimed at promoting **inclusion** as professional services group battles to retain staff
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Deloitte's 22,000 UK staff will be allowed to work on public holidays such as Christmas Day and take another day off instead ©
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Michael O'Dwyer JANUARY 26 2022

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Deloitte has introduced “flexible public holidays” for its UK staff, allowing employees to take time off on the dates “most meaningful to them” as part of a drive to improve diversity and inclusion.

The Big Four professional services firm told its 22,000 UK staff on Wednesday that they will be allowed to work on public holidays such as Good Friday and Christmas Day and take another day off instead if they prefer.

Rival accounting firm Grant Thornton launched a similar policy in the UK this month, while music streaming company Spotify introduced the system in 2017. Law firm Herbert Smith Freehills has also trialled the initiative in its Australian offices.

The new policy was introduced by Deloitte as companies offer pay rises, bonuses

The new policy was introduced by Deloitte as companies offer pay rises, bonuses and more flexible working patterns to employees in order to retain staff during an [intense war for talent](#) across the economy.

The change will mean that staff “can choose to take public holiday leave on the dates that are most meaningful to them, in addition to their contractual and purchased holiday allowance”, said Jackie Henry, Deloitte’s managing partner for people and purpose in the UK.

“We are committed to creating an inclusive environment — one [where people feel like they belong and are better able to thrive, respecting different backgrounds and individual circumstances](#),” she said.

Grant Thornton, announcing its introduction of the policy in October, said it would help staff to take time off on the days that matter most to them “whether that’s having a day of holiday to celebrate Eid rather than Easter, or a day off during Pride month”.

Deloitte said it was reinforcing its position on flexible working after a staff survey found that four out of five employees believed they were more productive under a hybrid working model, splitting their working week between the home and the office.

Unlike some of its rivals such as PwC and KPMG, which have told staff how often they should come to the office, Deloitte has allowed its teams to decide “when and where they work”.

Staff were told on a webinar on Wednesday afternoon that the firm will be trialling new layouts at its offices across the UK as it adapts to flexible working.

“These spaces will be supported by additional high-quality audio and video, including 360-degree cameras to transform hybrid meetings and create a more inclusive way of working, regardless of location,” said Stephen Griggs, UK managing partner.

Deloitte said it would also hand a £500 allowance to 6,000 recent hires so they can buy equipment for working from home, taking its total spending on homeworking kit to more than £10m since the start of the pandemic. The firm’s 691 [equity](#)

股权合伙人 [partners](#) shared an [operating profit pool of £590m](#) in the 12 months to the end of May 2021. [营业利润池](#)

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