

PARENTS THRIVE IN KINGDOM

MELANIE BURGESS

MOTHER of two Hannah Murdoch does not worry that her gender will be a disadvantage at South Australian gaming company Mighty Kingdom.

The Windsor Gardens resident, 32, recently returned to her role as strategic projects manager after a stint of maternity leave - made easier by her employer's work-life balance-friendly policies.

"(Since COVID-19), we have a four-day work week, so full-time pay for a 30-hour work week," she said. "Everyone has Monday off but a lot of our clients are in the northern hemisphere so, time zone-wise, it works out well."

The largest independent game developer in Australia also offers equal parental leave for both male and female staff, removing bias in hiring and promotion processes. There is no waiting period, either.

"It's nine weeks of leave for men and women," Ms Murdoch, pictured, said. "One of our dads had two kids when we hired him and about a month later he said 'My wife is having a baby next week'."

"If a person is away for a year, they are still the same person we want on the team. They are going to come back and bring even more value and perspective."

Mighty Kingdom, which employs 88 people, also has set salary bands to ensure pay packets are based on objective criteria rather than a worker's ability to self-advocate - a characteristic that research shows is more common in men.

"Salary bands are based on your experience and input to make sure we are looking at what impact that person has over who they are and who we see the most," Ms Murdoch said.

"I don't think I will hit my earning peak at 44, not at Mighty Kingdom."



Picture: Naomi Jellicoe