



KAIZEN
WORKFORCE SOLUTIONS

Surrogacy Leave Policy

Kaizen currently holds a Surrogacy Leave policy for Internal Permanent staff.

You are entitled to up to 24 weeks unpaid leave, from the date of your child being born. You will need to inform your employer at least 4 weeks before you intend to take this leave.

As of May 2023, there is currently no state-funded payment for Surrogacy Leave. Should you wish to take this leave, it will be unpaid by your employer and the state.

Should you wish to take this time off, medical certificates will need to be provided stating the expected due date/ date of the baby being born.