



Maternity leave.

In the Philippines Remote professionals are only paid a salary during their maternity leave if they have been making contributions to a social security system for at least 3 years. Clients are not required to pay. As this is not common in the Remote Professional space, Wingman has its own policy to best support both our staff and clients.

Wingman Maternity Leave Policy

Under this option the RP will be paid for 4 weeks of maternity leave. The 4 week payment will be split between both Wingman and the client at two weeks each. This means that your RP will be paid and covered under all of our benefits.

You will be given a replacement RP for the 4 week period who we recommend starting 2 weeks prior to your RP going on maternity leave to allow for training. This 2 week period is covered by Wingman.

What happens once my RP is back?

We give you the flexibility to choose to have your RP return, keep the replacement RP instead or have both by hiring your replacement RP.

Wingman will always absorb the RP and remain paying them for two weeks until we place them somewhere else.





Paternity Leave Policy

Wingman allows fathers to take three days of paid leave within the first 4 weeks of having a baby.

Parental Leave

Wingman handles parental leave on a case by case basis and is committed to supporting our staff with children and or caring duties.

Rehabilitation Leave

This is provided for employees who have suffered injury or illness. Wingman handles rehabilitation leave on a case by case basis, influenced by the severity of the issue and advice from doctor/hospital.

