



# EMPLOYEE PERKS.

Engineering New Zealand Te Ao Rangahau is committed to fostering a supportive and inclusive work environment. We offer a range of employee benefits designed to help you thrive both personally and professionally.



## HEALTH AND WELLBEING

### EAP services

The Employee Assistance Programme is a confidential counselling service. Three sessions are available at no cost to permanent and fixed-term employees, with further sessions agreed by request.

### Flu shots

Free annual vaccinations are available to staff on a voluntary basis.

### MAS wellness portal

The Āki Wellbeing Hub is provided for free to staff, and provides resources and advice to help you maintain and improve your wellbeing.

### Onsite massage

Subsidised weekly onsite massage.



## LEAVE

### Annual leave

Five weeks' paid annual leave a year after 12 months' employment for permanent and fixed-term staff.

### Wellness leave

Unlimited wellness leave for when you, your partner or your dependent is sick or injured.

### Parental and partner leave

Primary carers will accrue annual leave at the employee's normal rate – paid at the normal rate. Partners will receive two weeks' paid leave on the birth/adoption of their child.

### Cash in annual leave

Ability to cash in annual leave, by request.

### Long service leave

One week of Long Service Leave is given on completion of every five years' continuous service, during the anniversary year (eg at 5 years, 10 years, 15 years).



## WORKPLACE ENVIRONMENT

### Flexible work options

Flexible hours, part-time, condensed work patterns and/or hybrid arrangements available, in agreement with your manager.

### Workstation setup

Access to specific equipment/tools in the office to support your individual needs so you can deliver your work. We encourage you to discuss specific needs during onboarding.

### Social Butterflies

Subsidised social, cultural, team building and sporting events are run throughout the year to celebrate the diversity and different interests of the Te Ao Rangahau whanau.

### Free fruit

Fresh fruit is put out in the kitchen daily – help yourself!

### EN.CORE app

Discounts from leading retailers across the motu.



## SUPERANNUATION

### KiwiSaver

3% KiwiSaver Employer Contribution in addition to your base salary.



## BELONGING

### Neurodiversity

Neurodiversity strategy and programme of work. Proud to be the first organisation in Aotearoa to achieve Level 2 Brain Badge accreditation.

### Rainbow Butterflies

Dedicated internal network for our Rainbow community.

### Diversity Agenda

Founding signatory and active membership.

### Kimihia Rangahau

Te Ao Māori strategy and programme of work.



## CAREER DEVELOPMENT

### Learning and development support

- Quarterly Professional Development Planning.
- Continued education support – access to an internal training calendar and courses, as well as external courses and conferences.
- Paid professional memberships, where relevant for role and with manager agreement.
- Cultural competency training.