





Becoming an employer in

New Zealand


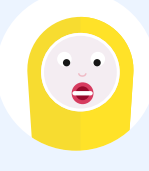






How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
 Working Hours	40 hours Employer and employee can agree on longer hours	37-40 hours	Flexible working hours
 Overtime Compensation		Pay for overtime at salary rate	1.5 pay for overtime hours
 Paid Time Off	20 days, accrued not per calendar but anniversary year	5 additional days off; birthday off; paid leave for charity work; unpaid extended leave	Unlimited time off with statutory minimum
 Public Holidays	Fully paid 10 national holidays + 1 regional holiday		

General benefits

 Pension	KiwiSaver for employees age 18 to 65*	Additional 3% contribution by the employer	Additional 7% contribution by employer
 Healthcare	Public healthcare	Private health insurance for senior employees	Private health insurance for all employees
 Flexible Working	Employees have the right to request to work from home. Declining requires a good business reason	\$1000 home office setup allowance, \$500 monthly co-working allowance, 1-2 days WFH & flexible hours	Work from home full time
 Education & Training		Professional training, conference & training budget	Freedom to take any training or conference
 Wellness Program		Employee Assistance Programme. Gym memberships	Health insurance policies

Leave

 Sick Leave	5 fully paid days per year. A total of 20 can be transferred over to the following years	Additional 5 days	Unlimited sick leave including for stress-related problems
 Primary Carer Leave**	26 weeks paid leave for maternity and adoption, capped at \$585.80 weekly + 4-26 weeks unpaid leave. 10 unpaid days for pregnancy related appointments	52 weeks of leave for all primary carers. The paid part topped up to full salary	Full pay for the unpaid part of the leave (4 to 26 weeks)
 Paternity Leave	2 weeks unpaid leave, incl. adoption. Primary carer can transfer some of their unpaid leave	Full salary paid leave	Up to 8 weeks paid leave
 Parental Leave	25% of salary for up to 3 months leave if child aged <6 years (+3 months for disabled or chronically ill child). Total leave = 2 years	Extended leave and top up to full salary	Leave as needed, fully paid
 Bereavment Leave	1-3 days paid leave covered by employer	Additional 3-5 days	As much as needed
 Domestic Violence Leave	10 days paid leave. Ability to request a short-term variation in hours, days, or place of work	Additional paid days if needed	
 Miscarriage Leave	3 days paid leave for both parents		
 Volunteer Defense Force Leave	Unpaid leave for training		