

# ENVIRONMENT SOUTHLAND AND EMPLOYEE BENEFITS



**WORKING WEEK**  
37½ hours



**ENHANCED ANNUAL LEAVE**  
20 days per year, increasing 1 day per year to 25 days after 5 years



**ENHANCED SICK LEAVE**  
12 days sick leave per year (capped at 60 days)



**ENHANCED BEREAVEMENT LEAVE**  
5 days for immediate family,  
3 days for extended family,  
1 day for hura kōhatu



**SICK LEAVE BANK**  
Donate or use sick leave



**WELLBEING LEAVE**  
3 days per year (not accumulative)



**FLEXIBLE WORKING**  
Flexible hours and working from home options



**INCOME PROTECTION INSURANCE**  
Up to 75% of salary due to illness requiring absence more than 90 days



**EMPLOYEE ASSISTANCE PROGRAMME**  
Weekly on-site support and counselling sessions



**RELOCATION EXPENSES**  
Up to \$5,000 South Island and \$7,000 North Island



**KIWISAVER**  
Environment Southland contribution of 3.5%



**SUPERANNUATION SCHEME**  
Available for employee contributions



**STUDY ASSISTANCE**  
For relevant courses



**PROTECTIVE CLOTHING**  
Provided by Enviroment Southland



**CORPORATE CLOTHING**  
Subsidy of 80%



**SOCIAL CLUB**  
Membership fee \$4.00 per week



**TO TATAU KAWENGA – IT'S OUR RESPONSIBILITY**  
Corporate social responsibility team




**PHYSIO VISITS**  
Onsite work station set up and monthly workplace visits




**HEALTH INSURANCE**  
UniMed group scheme (unsubsidised)



**FREE PARKING**  
Free onsite or street parking



**SHOWERS**  
Available on site



**GYM MEMBERSHIP**  
Discounted membership at Advanced Fitness



**LOCAL BUSINESS DISCOUNTS**  
Available through Southland Chamber of Commerce discount card

**Note:** Some of these conditions have been abbreviated and do not constitute a final commitment by Environment Southland. Additional details are available in your employment agreement or employee policy documents.