

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%



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.