



Fixed Term Employee Benefits

We believe it's important to reward you for your contribution to Transpower by offering a range of lifestyle and financial benefits. Take a look!

LEAVE

In addition to 4 weeks Annual Leave, you will receive:

- **Sick Leave**
 - Encouraging and supporting wellbeing is important. You are entitled to 5 days sick leave if you are here for less than 6 months, and 10 days sick leave if you are here longer than six months to help you get well and productive before heading back to work.

WELLNESS

- **Flexible Working**
 - For the majority of roles at Transpower, office hours are not fixed – allowing you to manage your time more effectively.
- **BeingWellPlus**
 - A simple, practical hub designed to help you feel your best, every day. Whether you want quick tips for better sleep, ideas to boost energy, or expert advice on healthy habits, it's all in one place.
- **Employee Assistance Programme (EAP)**
 - EAP offers a confidential, free service to support you and your immediate family to improve issues that impact on your wellbeing, both in and outside of work.
- **Flu Vaccinations**
 - To keep you feeling fit and well, Transpower offers free flu vaccinations.
- **Working Environment**
 - Our open-plan offices have plenty of break-out rooms and collaboration spaces for you to enjoy. Our kitchens are equipped with coffee machines, microwaves, toasters and fridges. A number of our offices have shower changing facilities, bike racks and informal meeting areas.
 - All of our offices have sit/stand desks to ensure you can move throughout the day.
- **Transpower Community Groups and social events**
 - We're a diverse and inclusive bunch, and have a vast number of special interest and support groups that you can join. Plus, we come together on the first Friday of every month to connect and celebrate special events, such as Matariki, Diwali and Chinese New Year.

PROFESSIONAL DEVELOPMENT

- **Professional Development** - we've developed a range of comprehensive programmes to help you grow professionally with us, including but not limited to:

For Managers

- New Manager Induction
- Business Leaders Programme
- Learning From Others Forum
- IMNZ Team Leader Essentials
- Learning Syndicates
- Manager Briefings

For Everyone

- Personal Professional Growth Programme
- Engineering Succession and Progression
- Personal Efficiency Programme
- Strengthening Resilience
- Te Reo
- Noho Marae
- Business Writing Programmes

REWARD AND RECOGNITION

- **Competitive Salary**
 - While we expect you'll love working here, we don't expect you to work for love alone. That's why we ensure we pay our people competitive salaries when compared to other organisations with similar roles, and review market rates regularly.
- **KiwiSaver Superannuation Scheme**
 - We will contribute up to 4% of your base salary as an employer contribution if you contribute 4% or more to the scheme. (*Scheme eligibility rules apply.)
- **Employee Recognition**
 - Star Awards - Our STAR (Safety Thanks And Recognition) Awards recognise the importance of safety in our business and helps promote a positive safety and health culture in our industry.
 - Tu Mai Aotearoa - Transpower's quarterly Tū mai Aotearoa Awards recognise and celebrate our people who brilliantly demonstrate an aspect of our core behaviours: Nimble and Considered, Inclusive and Decisive, Courageous and Caring.
 - Engineering Technology and Excellence Awards - These awards celebrate our industry's engineering and technology specialists who demonstrate excellence and deliver outstanding solutions that empower the energy future.

*KiwiSaver Scheme Eligibility

KiwiSaver is open to all New Zealand and Australian citizens and Permanent Residents who are under the age of eligibility for New Zealand Superannuation (currently age 65).

You can find more information [here](#).