



Permanent Employee Benefits

We believe it's important to recognise your contribution to Transpower by offering an awesome range of lifestyle and financial benefits. Take a look!

LEAVE

In addition to 4 weeks' annual leave, we offer the following:

- **Recognition of Five Years Continuous Service**
 - Permanent employees who have completed five years of continuous service are entitled to a total of five weeks' annual leave per year (pro-rated for part-time employees).
- **Generous Paid Parental Leave (*eligibility rules apply)**
 - We'll top up the government's Parental Leave payment to 100% of your base salary up to a limit of \$200,000 gross annual salary for a period of 26 weeks.
 - Annual leave accrued during Parental Leave, when taken, will be paid at your base salary rate (where this is greater than the average earnings calculation).
 - Partner Leave: we provide up to two weeks' leave paid at your base salary rate. Leave must be taken within 6 months of birth or adoption.
- **Sick Leave**
 - Encouraging and supporting wellbeing is important. You are entitled to 10 days' sick leave to help you recover and return to work feeling productive.
- **Lifestyle Leave**
 - You can purchase up to 10 extra days of lifestyle leave per year through fortnightly payroll deductions to ensure you don't miss out on the things that are important to you.
- **'MyDay' Leave**
 - After 12 months with us you can take a paid day off each year to recharge your batteries!
- **Volunteer Leave**
 - After 12 months with us you can take a paid volunteer day each year to support a community group or charity of your choice.
- **Corporate Day**
 - Because time with friends and whānau is priceless, Transpower closes for an additional paid day each year.
- **Bereavement Leave**
 - If a close relative or friend passes away, you are able to take between 1-3 days of paid Bereavement Leave.

WELLNESS

- **Flexible Working**
 - We work in the office or on-site for a minimum of three days each week. This helps us build and maintain relationships, support learning, deliver outcomes and sustain our culture. For most roles at Transpower, office hours are not fixed – allowing you to manage your time more effectively.
- **Wellness Programme**
 - This includes a range of activities, special offers, and discounts to support your health, well-being, and nutritional goals. You can also invite members of your whānau to participate in the programme.



- **Employee Assistance Programme (EAP)**
 - EAP offers a confidential, free service that supports you and your immediate family with any issues affecting your wellbeing - both inside and outside of work.
- **Flu Vaccinations**
 - To help keep you feeling fit and well, Transpower offers free flu vaccinations.
- **Eye Health**
 - In addition to receiving a free annual eye exam, you can claim up to \$350 towards a new prescription every two years.
- **Working Environment**
 - Our open-plan offices include plenty of breakout rooms and collaboration spaces for you to enjoy. Our kitchens are equipped with coffee machines, microwaves, toasters, and fridges. Many of our offices also have showers, changing facilities, bike racks, and informal meeting areas.
 - All offices have sit-stand desks to ensure you can move throughout the day.
- **Communities of Transpower**
 - We're a diverse and inclusive bunch, with many special interest and support groups across the wider Transpower whanau, including Whakamana Wāhine, Neurodiversity, Whanaungatanga, Ngā Rangatira mō āpōpō (Young Professionals Community), and the Sustainability Collective who support the delivery of our sustainability strategy. Plus, we come together for monthly celebrations to connect and celebrate special events like Matariki, Diwali and Chinese New Year.

PROFESSIONAL DEVELOPMENT

- **Professional Development** - we've developed a range of comprehensive programmes to support your professional growth, 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
- Write Smart

- **Ongoing Learning**
 - We actively support part-time study to help you progress your career with us. Study assistance may include paid time off for study leave or to sit exams (e.g. CPEng, PMP, or industry specific tertiary papers), as well as full or partial reimbursement of course fees and relevant professional memberships.

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 offer competitive salaries benchmarked against similar roles in other organisations 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).
- **Insurances**
 - You are eligible to receive various levels of insurance cover, including Southern Cross Health Insurance for you and your family, Personal Life Insurance, Critical Illness Insurance and Income Protection. Transpower fully covers the cost of these policies. (**Health insurance eligibility rules apply).
- **Banking**
 - Transpower has a relationship with both Westpac and ANZ Banks. If you opt to bank with them, you'll be eligible for a range of discounts, fee waivers and competitive interest rates via the Westpac Premium Pac or ANZ@WorkPackage work perk schemes.
- **Employee Recognition**
 - 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.
 - 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.
 - 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.

SOCIAL RESPONSIBILITY

- **First Aid Training via St John**
 - In recognition of our commitment to a zero-harm work environment, a variety of courses catering to different levels of first aid knowledge and skill are available to all interested Transpower staff.

*Paid Parental Leave Eligibility

You must work for at least an average of 10 hours a week for Transpower in the six or twelve months immediately before your child's birth or assuming the permanent care of a child. You must also be the permanent primary carer of the child.

NB: an employee does not have to be a citizen or permanent resident of New Zealand to be eligible for parental leave entitlements.

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

**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](#).

***Health Insurance Eligibility

To be eligible for the medical insurance benefit you must be eligible for publicly funded healthcare in New Zealand.

Please review the [Ministry of Health Website](#) for more information.