



Permanent Employee Benefits

We believe it's important to reward you for 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 continuous service will be 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'll 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 eligible for 10 days sick leave to help you get well and productive before heading back to work.
- **Lifestyle Leave**
 - You can purchase an extra 10 days of Lifestyle Leave per year from your fortnightly pay to ensure you don't miss out on the things that are important to you.
- **'MyDay' Leave**
 - After you've been here for 12 months you can take a day off to recharge your batteries each year. It's on us!
- **Volunteer Leave**
 - Once you've been with us for 12 months you can enjoy a volunteer day, fully paid, to support a community group or charity of your choice.
- **Corporate Day**
 - Because you can never have enough time with friends and whanau, 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**
 - For the majority of roles at Transpower, office hours are not fixed – allowing you to manage your time more effectively. Flexibility also means working from home two days a week if you wish.
- **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 inside and outside of work.
- **Flu Vaccinations**
 - To 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 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
- Write Smart

- **Ongoing Learning**
 - We are very supportive of you wishing to study part time to progress your career with us. We can provide study assistance in the form of paid time off for study leave or to sit exams e.g. CPEng, PMP or industry specific tertiary papers, as well as reimbursement in whole or in part for 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 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).
- **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.