



New Zealand

How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
Working Hours	40 hours Employer and employee can agree on longer hours	37-40 hours	Flexible working hours
Overtime Compensation		Pay for overtime at salary rate	1.5 pay for overtime hours
Paid Time Off	20 days, accrued not per calendar but anniversary year	5 additional days off; birthday off; paid leave for charity work; unpaid extended leave	Unlimited time off with statutory minimum
Public Holidays	Fully paid 10 national holidays + 1 regional holiday		

General Benefits

Pension	KiwiSaver for employees age 18 to 65*	Additional 3% contribution by the employer	Additional 7% contribution by employer
Healthcare	Public healthcare	Private health insurance for senior employees	Private health insurance for all employees
Flexible Working	Employees have the right to request to work from home. Declining requires a good business reason	\$1000 home office setup allowance, \$500 monthly co-working allowance, 1-2 days WFH & flexible hours	Work from home full time
Education & Training		Professional training, conference & training budget	Freedom to take any training or conference
Wellness Program		Employee Assistance Programme. Gym memberships	Health insurance policies

Leave

Sick Leave	10 fully paid days per year. A total of 20 can be transferred over to the following years	Additional 5 days	Unlimited sick leave including for stress-related problems
Primary Carer Leave	26 weeks paid leave for maternity and adoption, capped at \$661.12 weekly. 10 unpaid days for pregnancy related appointments	52 weeks of leave for all primary carers. The paid part topped up to full salary	Full pay for the unpaid part of the leave (4 to 26 weeks)
Paternity Leave	2 weeks unpaid leave, including adoption. Primary carer can transfer some of their unpaid leave.	Full salary paid leave	Up to 8 weeks paid leave
Parental Leave	26 weeks unpaid leave, if 12 month employment criteria is met	Extended leave and top up to full salary	Leave as needed, fully paid
Miscarriage Leave	3 days paid leave for both parents		As much as needed
Family Violence Leave	10 days paid leave. Ability to request a short-term variation in hours, days, or place of work.	Additional paid days if needed	
Volunteer Defence Force Leave	Unpaid leave for training		
Bereavement Leave	1-3 days paid leave covered by employer	Additional 3-5 days	As much as needed