

Entrants' Diversity and Work & Life initiatives

Entrants in the Work & Life and Diversity categories completed a comprehensive checklist of their work-life and diversity initiatives.

Key

F Formal

AH Ad hoc

UC Under consideration

Auckland Regional Dental Services
Blueprint for Learning
Bupa Care Services
Canterbury Business Association
Dispute Resolution Services
EasiYo Products
ENZed PC Services
Gitrap Prestige
Hamilton City Council
Harbour Sport
Kiwibank
Lyndale Liners

Family-friendly initiatives												
After-school programme			AH	AH								AH
School holiday programme provided or subsidised	F	F	AH	UC				UC			F	F
Paid emergency care service	AH	AH	AH	UC		AH		UC	AH			
Family room/space for children	AH		AH	F					F	AH		
Provision of childcare	AH		AH	F								
Childcare subsidy			AH	AH								
Breastfeeding support (eg room, fridge)	AH	AH	F	UC	AH				F	AH	F	
Pay for child or family care during training or travel			AH	AH	AH							
Children welcome at work when necessary		F	AH	F		AH	AH	UC	F	F	AH	
Flexible work practices												
Flexible working options relating to hours	F/AH	F	F	F	F	F	F	F	F	F	F	AH
Flexible start and finish times on a regular basis	AH	F	F	F	F	F	F	F	F	F	F	AH
Flexible breaks (choose your own breaks)	AH	F	F	F	F	F	F	F	AH	F	F	F
Shift flexibility	AH		F	F		AH					F	F
Flexibility in choosing when to work	AH	F	F	F	F	AH	F	F	AH	AH	F/AH	F
Occasionally or regularly working from another location, such as home	AH	F	F	F	F	F	AH	AH	F	F	AH	F
Job-sharing	F		AH	F	F	AH		UC	AH		AH	F
Part-time work at senior levels	F	F	AH	F	F	AH	F	UC			AH	AH
Ability to shift from full-time to part-time while working in the same position	AH	F	AH	F	F	AH	AH	UC	AH	AH	AH	AH
Time in lieu	AH	AH	F	F	F	AH	AH	F	F	F	AH	AH
Training or support for managers in managing flexible work practices	AH	AH	F	AH	F	F	UC	F	AH	F	AH	AH
Workplace culture												
Discourage people from working long hours	F	F	F	F	AH	AH	AH	F	F	AH	AH	AH
Family-oriented events/social activities		F	F	AH	F	F	AH	UC	F	F	F	F
Initiatives to encourage work to take place during core hours	AH	F	F	F		AH	F	F		F	AH	F
Initiatives demonstrating a commitment to Māori and/or other cultures	F	F	F	F	AH	F	AH	F	F	F	F	F
Initiatives demonstrating a commitment to sexual orientation awareness and acceptance	F	F	F	F		AH	AH	F	UC			F
Initiatives targeted at those caring for adults	F	F	F	AH	F							F
Initiatives targeted at employing disabled people	F	F	F	F	AH	AH	AH	F				AH
Sexual harassment policy	F	F	F	F	F	F	UC	F	F	F	F	F
Sexual harassment training	F	F	AH	UC	F	AH	UC	UC	UC	F		UC
Diversity/cultural awareness programme	F	F	F	F	AH	F	UC	UC	UC	F	F	UC
EEO policy/strategy/programme	F	UC	F	F	F	F	UC	UC	UC	F	F	UC
Leave (beyond legislative requirements)												
Top-up government paid parental leave			AH	F	AH				AH	F		UC
Special leave (paid or unpaid)	AH	F	F	AH	F	AH			AH	F	F	AH
Study leave	F	F	F	AH	F	F			AH	F	F	F

Entrants' Diversity and Work & Life initiatives

YMWCA
YES Disability Resource Centre
World Vision New Zealand
Westpac
Vodafone
URS New Zealand
Turuki Healthcare
The National Foundation for the Deaf
SKYCITY Auckland
Newlands College Learning Support Centre
Microsoft New Zealand
Mars New Zealand

Family-friendly initiatives												
After-school programme								AH	UC		UC	
School holiday programme provided or subsidised									UC	F	UC	
Paid emergency care service	F								UC	AH		
Family room/space for children					AH	F			UC	F	UC	
Provision of childcare							AH		UC		UC	
Childcare subsidy					AH				UC		UC	
Breastfeeding support (eg room, fridge)		F	F	F	AH	F	AH	F	F	F	UC	
Pay for child or family care during training or travel					AH	AH			AH		UC	
Children welcome at work when necessary	AH	AH	AH		AH	AH	AH	F	AH	F	F	AH
Flexible work practices												
Flexible working options relating to hours	F	F	AH	F	F	F	F	F	F	F	F	F
Flexible start and finish times on a regular basis	F	F	AH	F	F	F	F	F	F	F	F	F
Flexible breaks (choose your own breaks)	AH	F	F	AH	F	AH	F	F	F	F	F	F
Shift flexibility				F		AH			AH		AH	F
Flexibility in choosing when to work	UC	AH	UC/AH	AH	AH	AH	F	AH	F	AH	F	F
Occasionally or regularly working from another location, such as home	F	F	AH	AH	F	AH	AH	F	F	F	F	AH
Job-sharing	F	AH	F	AH	AH	AH	AH	AH	F	F	AH	AH
Part-time work at senior levels	F	AH	F	AH	F	AH	F	AH	F	F	F	UC
Ability to shift from full-time to part-time while working in the same position	F	F	F	AH	AH	AH	F	AH	F	AH	F	UC
Time in lieu	F	F	AH	F	F	F	F	F	F	F	F	F
Training or support for managers in managing flexible work practices	AH	F	F	F	AH	AH	AH	AH	F	F	AH	AH
Workplace culture												
Discourage people from working long hours	AH	F	F	F	F	F	AH	AH	F		F	F
Family-oriented events/social activities	F	F	F	F	AH	AH	F	F	F	F	F	
Initiatives to encourage work to take place during core hours	AH	AH	F	F	F	F	F	AH	F	F	F	F
Initiatives demonstrating a commitment to Māori and/or other cultures		F	F	F	F	F	F	F	F	F	AH	F
Initiatives demonstrating a commitment to sexual orientation awareness and acceptance		F	F	F	F	UC	F	AH	F		AH	
Initiatives targeted at those caring for adults			F	UC	UC	AH	AH	AH	UC		F	
Initiatives targeted at employing disabled people			F	F	F	AH	UC	AH	F	F	F	AH
Sexual harassment policy	F	F	F	F	F	F	F	F	F	F	AH	AH
Sexual harassment training		F	F	F	AH	AH	AH	AH	AH	UC		UC
Diversity/cultural awareness programme		F	F	F	F	F	UC	F	F	F	AH	F
EEO policy/strategy/programme	F	F	F	F	F	F	F	F	F	F	AH	AH
Leave (beyond legislative requirements)												
Top-up government paid parental leave	F	F	F	F	UC		F	F	F			AH/UC
Special leave (paid or unpaid)	F	F	F	F	AH	AH	F	F	F	F	AH	AH
Study leave	F	F	F	UC	F	F	AH	F	F	F	AH	AH

Entrants' Diversity and Work & Life initiatives

Entrants in the Work & Life and Diversity categories completed a comprehensive checklist of their work-life and diversity initiatives.

Key

F Formal

AH Ad hoc

UC Under consideration

Auckland Regional Dental Services	Blueprint for Learning	Bupa Care Services	Canterbury Business Association	Dispute Resolution Services	EasiYo Products	ENZed PC Services	Giltzap Prestige	Hamilton City Council	Harbour Sport	Kiwibank	Lyndale Liners
-----------------------------------	------------------------	--------------------	---------------------------------	-----------------------------	-----------------	-------------------	------------------	-----------------------	---------------	----------	----------------

Sabbatical or career break leave	F	F	AH	AH	AH			AH	F		F	AH
Buying additional leave in exchange for reduced pay				AH	AH	AH		AH	F	AH	AH	UC
Paid leave for carers		AH	F	AH	F			AH	F			AH
Information services												
Parenting information/resources	F/AH	AH	AH	AH				UC				F
Community services information	F/AH	AH	F	F				UC				F
Information on caring for adults	F/AH	AH	F	AH				UC				F
Transition to retirement education/information	AH	AH	AH	AH				UC	F		AH	F
Work-life initiatives												
Managers' performance measured on implementation of work-life initiatives		F	UC	F		UC		UC		UC		F
Senior management encouraged to model effective work-life balance	AH	F	F	F	F	AH	AH	F		F		F
Measurement of business benefits of work-life initiatives	AH	UC	UC	F				UC		UC		F
Work-life initiatives integrated into strategic business planning		F	UC	F				UC		UC		F
Seminars/training on work-life issues for employees	F/AH	F	AH	AH				UC	F	AH	AH	UC
Seminars/training on work-life issues for managers	F/AH	F	AH	AH				UC	F	AH	AH	UC
Workplace/community links												
Volunteer day off			AH	F			F	AH	F	F	UC	F
Support/sponsorship of charities	F/AH		F	F		F	F	F	F	F	F	F
Support for local/community networks	F/AH	F	F	F		F	F	AH	F	F	AH	F
Community work experience involvement		AH	F	F		F	F	UC	AH	F	AH	F
Health and wellbeing												
Health and wellbeing seminars/courses	F/AH	F	F	F	UC			UC	F	F	F	F
Weight management programme	AH	AH	F	F				UC		AH	AH	UC
Health checks	AH	AH	UC	F				AH	F		F	F
Smoking cessation programme	F	AH	F	F		AH		UC		AH	F	UC
Subsidised gym membership	F	F		AH				UC	F	F		F
Healthy food on site	F	F		F	F	F		UC	F		F	F
Flu vaccinations	F	F	F	AH	F			F	F		F	UC
Stress management information	F/AH	AH	F	AH	F			F	F	AH	F	UC
Support for health/fitness/sporting events	F	F	F	F	F			AH	F	F	F	F
Employee Assistance Programme	F/AH	F	F	AH	F				F		F	F
Employee Assistance Programme for family members/whānau	F/AH	AH	F	AH	F				F		F	UC
Subsidised health insurance		F	F	AH		F		F	F			UC
Personal and professional development												
Paid study assistance	F/AH	F	F	AH	F	F		AH	F	F	F	UC
Professional/other fees subsidised	F/AH	AH	F	AH	F	F	F	AH	F	F	AH	UC
Mentoring programmes	F/AH	AH	F	F	F	F		AH	AH	F	F	UC

Entrants' Diversity and Work & Life initiatives

YMCA
YES Disability Resource Centre
World Vision New Zealand
Westpac
Vodafone
URS New Zealand
Turuki Healthcare
The National Foundation for the Deaf
SKYCITY Auckland
Newlands College Learning Support Centre
Microsoft New Zealand
Mars New Zealand

Sabbatical or career break leave	F	AH	F	F	AH	AH	AH	AH	F	F	AH	AH
Buying additional leave in exchange for reduced pay						AH	UC	UC	F	AH		
Paid leave for carers	F		F		F	F	UC	AH	F	AH	AH	
Information services												
Parenting information/resources	AH	AH	AH	F	F	F	AH	F	F	F	F	
Community services information	AH	AH	AH	F	F	F	F	AH	F	F	F	AH
Information on caring for adults			F	F	AH	F	AH	UC	UC	AH	F	
Transition to retirement education/information			AH	F	F	AH	AH	UC	F	AH	F	
Work-life initiatives												
Managers' performance measured on implementation of work-life initiatives		F			F	AH	UC	F				F
Senior management encouraged to model effective work-life balance	AH	F	F	AH	F	F	AH	AH	F		F	AH
Measurement of business benefits of work-life initiatives	F	AH	UC	F	UC	UC	UC	F	F	F	AH	F
Work-life initiatives integrated into strategic business planning	F	F	F	F	F	UC	F	F	F	F	AH	F
Seminars/training on work-life issues for employees		F	F	AH	F	F	UC	F	F	F		AH
Seminars/training on work-life issues for managers		AH	F	AH	F	F	UC	F	F	F		AH
Workplace/community links												
Volunteer day off	F	F				AH	UC	F	F		F	AH
Support/sponsorship of charities	F	F	AH	F		AH	F	F	F	F	F	
Support for local/community networks	F	F	F	F	F	F	F	F	F	F	F	AH
Community work experience involvement		F	AH	F	F	F	F	F	F		F	AH
Health and wellbeing												
Health and wellbeing seminars/courses	F	AH	F	F	AH	F	AH	F	F	F	AH	AH
Weight management programme	F		F	F	UC	F		F	F	F	AH	
Health checks	F	AH	AH	AH	UC	F	AH	F	F	F		UC
Smoking cessation programme	AH			F	UC	F		F	F	F		
Subsidised gym membership	F	F				F		F	AH	F		
Healthy food on site	AH	F	F	F	AH	F	AH	AH	F	F		
Flu vaccinations	F	F	F	F	UC	F	F	F	F	F		UC
Stress management information	F	F	F	F	F	F	AH	F	F	F		AH
Support for health/fitness/sporting events	F	F	F	F	AH	F	F	F	F	F		AH
Employee Assistance Programme	F	F		F	F	F	F	F	F			
Employee Assistance Programme for family members/whānau	F	F		F	AH	AH	F	F	F			
Subsidised health insurance		F		F			F	F	F	F		
Personal and professional development												
Paid study assistance	F	F	F	AH	F	F	F	F	F	F	AH	UC
Professional/other fees subsidised	F	F	F	AH	F	F	F	F	AH	F	AH	AH
Mentoring programmes	F	F	F	F	AH	AH	F	F	F	F	F	