Entrants' Diversity and Work & Life initiatives

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

Key
F Formal
AH Ad hoc
UC Under consideration

	4DIce Partnership	Apata Ltd	APET Enterprises	BDO Spicers Taranaki Ltd	Blenheim Foods Marlborough	Caughey Preston Trust	Families Commission	Goldman Sachs JBWere (NZ) Ltd	Industrial Research Ltd	IDEA Services West Auckland Area	Manaaki Solutions Ltd	Millennium Hotels and Resorts NZ Ltd	Mind and Body Consultants Ltd	Ministry of Social Development	Morrison Kent Lawyers (Wellington)	Odyssey House	RSVP Productions Ltd	Springload
Family-friendly initiatives																		
After-school programme			AH		UC		UC		AH		AH							UC
School holiday programme provided or subsidised			AH		UC		F		UC		AH							UC
Paid emergency care service		F	AH		F		UC		UC		AH		AH				AH	UC
Family room/space for children			AH	F			F		AH		F				F		AH	AH
Provision of childcare	F		AH				AH	F	F		AH							UC
Childcare subsidy		AH	AH					F	UC		AH							UC
Breastfeeding support (eg room, fridge)		UC	AH	F		AH	F	F	F	AH	F		F	F	F			F
Pay for child or family care during training or travel		AH	AH				AH	AH	F		AH						AH	UC
Children welcome at work when necessary	F	AH	AH	F			F	AH	AH	AH	F	AH	AH	AH	F		F	F
Flexible work practices																		
Flexible working options relating to hours	F	F	F	F	F	AH	F	F	F	F	F	F	F	F	F	F	F	AH
Flexible start and finish times on a regular basis	F	F	F	F	F	AH	F	AH	F		F	AH	F	F	F	F	F	AH
Flexible breaks (choose your own breaks)	F	F	AH	F	F		F	F	F	AH	F	AH	F	F	F	F	F	F
Shift flexibility		AH				AH			F			F		AH	AH	F	F	
Flexibility in choosing when to work	F	AH	AH	F			F	F	F		AH	AH	F	F	UC	F	F	AH
Occasionally or regularly working from another location, such as home	F	AH/F	AH	F			F	F	F		F	AH	F	F	AH	AH	F	F
Job-sharing	F	AH	UC	F	F		F	F	AH		F	AH	F	AH		AH	F	UC
Part-time work at senior levels	F	AH	F	F		F	F	AH	AH	AH	AH	AH	F	AH	F	AH	F	AH
Ability to shift from full-time to part-time while working in the same position	F	AH	F	F	AH	F	F	AH	F	AH	F	F	F	AH	F	AH	F	UC
Time in lieu		F	AH	F	AH	F	F	AH	F	F	F	F	F	F	AH	F	F	F
Training or support for managers in managing flexible work practices	F	F	AH		AH	F	F	F	AH	AH	F	AH	F	F		AH	AH	UC
Workplace culture																		
Discourage people from working long hours	F	F	F	AH	AH	F	F	AH	F	F	F	F	F	AH	F	F	AH	F
Family-oriented events/social activities	F	F	F	F	AH		F	AH	F	AH	F	F	AH	F	F	F	F	F
Initiatives to encourage work to take place during core hours	F	F			AH		F	AH	F		F	F	F	F	F	UC		UC
Initiatives demonstrating a commitment to Māori and/or other cultures	F	F	F	F		F	F		F	F	F	AH	F	F	AH	F		UC
Initiatives demonstrating a commitment to sexual orientation awareness and acceptance	F	F	F	F			UC	F	F	AH	F	F	AH	AH		F	AH	UC
Initiatives targeted at those caring for adults	AH		F	F	F	AH	F		UC	AH	F			F	F	UC	F	UC
Initiatives targeted at employing disabled people	F	F	F	F	F	AH	UC		F	F	F	UC	F	F	AH	AH	F	UC
Sexual harassment policy	F	F	F	F	AH	F	F	F	F	F	UC	F	F	F	F	F	UC	F
Sexual harassment training	F	F	F	F	AH	F	F	F	AH	F	UC	F		AH	UC	F		UC
Diversity/cultural awareness programme	F	UC	AH	AH	AH	F	F	F	F	AH	F	F	AH	AH	UC	F		UC
EEO policy/strategy/programme	F	UC		F	UC	F	F	F	F	F	F	F	F	F	F	F	UC	F
Leave (beyond legislative requirements)																		
Top-up government paid parental leave		AH	AH	F			F	F	F		UC					UC		UC
Special leave (paid or unpaid)		AH	AH	F	AH	F	F	F	AH	AH	AH	F	F	F	F	AH	F	AH

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