

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

NZSKI
Porter Novelli
Pathways
Otago Polytechnic
Mind and Body Consultants
Microsoft New Zealand
Hamilton Multicultural Services Trust
Bluebird Foods
ANZ New Zealand
Salmes Garden Trust Nursery
Downer New Zealand
Chevron New Zealand

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

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