

NZQA Staff Benefits

NZQA offers a number of benefits to our employees. These may be changed from time to time - new benefits may be added or some current ones removed - but currently we provide:

Work/Life Initiatives

Flexible Working Practices

NZQA supports a flexible and responsive approach to managing work whilst ensuring that business outputs and needs continue to be met. Some of the practices that **may** be agreed include:

- Flexibility around start and finish times
- Working from home
- A compressed working week
- Alterations to working hours

Leave

In addition to the annual leave entitlement, NZQA provides three NZQA Holidays days each year between Christmas and New Year. The sick leave entitlement is 10 days per year and is applicable from the first day of service. In addition to a sick leave entitlement, NZQA also provides employees with five days per annum for domestic leave purposes.

School Holiday Childcare Subsidy

Permanent employees who place a child or dependent into a certified care programme during the school holidays, can seek reimbursement of costs of up to \$75 per child / dependent per holiday, up to a maximum of \$300 each year. This subsidy is subject to PAYE.

Learning and Development

We have a comprehensive approach to learning and development. All employees are encouraged to take up the opportunities to build capability and develop their careers, including secondments both internally and externally in the wider public sector. Study assistance is also made available to support external development activities.

KiwiSaver

The Government work-based saving initiative to help you save for your retirement. To check your eligibility and find out more about the scheme please visit [KiwiSaver website](#).

Health and Wellbeing

At NZQA, we support work/life balance and actively promote and support employee well-being and health. This is evident through a number of initiatives that are available to employees.

Employee Assistance Programme

NZQA has an arrangement with [EAP Services Limited](#) (an independent organisation), so our employees can access a range of assistance to resolve any personal or work-related problems that may arise.

Life and Income Protection Insurance

All permanent employees under the age of 65 are covered under the NZQA Employee Insurance Programme which provides for Life and Income protection insurance.

Health Insurance

We offer access to a group discount scheme with [Southern Cross](#), which offers lower premiums.

Health and Fitness Reimbursement

The Health and Fitness reimbursement is to encourage and support the development and maintenance of good health and fitness by employees. Employees may claim up to \$200 (GST inclusive) after they have been employed for 12 months and then once every 12 months.

Influenza vaccinations

Vaccinations are offered annually to employees.

Staff Networks

NZQA has a number of staff networks, for you to be involved in if you wish:

Social Club Committee

The Social Club Committee arranges regular social events, such as quiz evenings, karaoke and other events for staff to meet in an informal and fun environment.

Te Kāhui Māori Staff Network (TKM)

The purpose of Te Kāhui Māori Staff Network (MSN) is to provide a forum for Māori staff to:

- Support Māori staff development aspirations
- Share good practice
- Support and network with other Māori staff within a Māori context
- Develop professionally within a Māori context.

Pasifika Staff Network (PSN)

The PSN provides staff who identify as being Pasifika with opportunities to meet and discuss issues of interest, such as, NZQA career development mechanisms for Pasifika staff, the NZQA Pasifika Strategy and organise the annual Pasifika Week celebration. It's also a vehicle for Pasifika staff to present a collective Pasifika staff views and opinions within NZQA.