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

WORK-LIFE INITIATIVES	ACCIDENT COMPENSATION CORPORATION	AIR NEW ZEALAND	ANZ NATIONAL BANK	CATAPULT EMPLOYMENT SERVICES TRUST	CHEAL CONSULTANTS	CHCH POLYTECHNIC INSTITUTE OF TECHNOLOGY	COMVITA NEW ZEALAND	DEPARTMENT OF CORRECTIONS	FULTON HOGAN	HAIRYLEMON WEB SOLUTIONS	MERCY HOSPICE	NEW ZEALAND POST GROUP	PRESBYTERIAN SUPPORT UPPER SOUTH ISLAND	RYAN RECRUITMENT	TELECOM NEW ZEALAND	TRANSFIELD SERVICES NZ	WELLINGTON CITY COUNCIL	WESLEY COMMUNITY ACTION
FAMILY-FRIENDLY INITIATIVES																		
After-school programme		UC												AH				AH
School holiday programme provided or subsidised		F	UC			F	UC					F	UC	UC			F	UC
Paid emergency care service		F	F			F				AH	F		F	UC				F
Family room/space for children					F	UC	UC		AH		AH	F	F	AH				AH
Provision of childcare		UC				F	UC							AH				UC
Childcare subsidy													AH	AH				UC
Breastfeeding support (eg room, fridge)	AH	F	F	F	F	UC	AH	AH	UC	AH	AH	UC	AH	AH	UC		F	AH
Pay for child or family care during training or travel			F			F	AH	AH		AH			AH	UC				AH
Children welcome at work when necessary	AH	AH	AH	F	F	AH	F	AH	AH	AH	AH	AH	F	F	AH		AH	AH
FLEXIBLE WORK PRACTICES																		
Flexible working options relating to hours	F	F	F	F	F	AH	F	AH	F	F	F	AH	F	F	F	AH	AH	AH
Flexible start and finish times on a regular basis	F	AH	F	AH	AH	AH	F	AH	F	F	F	AH	F	F	F	AH	AH	AH,F
Flexible breaks (choose your own breaks)	F	F	F	F	F	AH	F	AH	F	F	AH	AH	F	F	F	AH	AH	AH,F
Shift flexibility (choose or have input into rosters or shifts)		F	AH			AH	AH		AH		F		F	F	AH		AH	AH
Flexibility in choosing when to work	F	UC	F	AH	AH	AH	AH		F	F	AH	AH	F	F	F		UC	AH
Occasionally or regularly working from another location, such as home	AH	AH	F	AH	AH	AH	F	AH	AH	AH	F	AH	F	F	F	AH	AH	AH
Job-sharing	F	AH	F			AH	AH	AH	AH	AH	F	AH	F	F	F		UC	AH
Part-time work at senior levels	F	AH	F	AH	AH	AH	F	AH	F	AH	F	AH	F	F	F			F
Ability to shift from full-time to part-time in the same position	F	F	F	F	AH	AH	AH	AH	AH	F	F	AH	F	F	F	AH		AH
Time in lieu	F	AH	F	F	AH	F	AH	F	F	F	F	AH	F	F	F	AH	AH	F
Training or support for manager in managing flexible work practices	F	F	F		F	AH	UC	UC	AH	F	UC		F	F	AH		AH	AH
WORKPLACE CULTURE																		
Discourage people from working long hours	F		F	F	F	AH	F	AH	F	F	AH		F	F	AH	F	AH	AH
Family-oriented events/social activities	F	F	AH		F	F	F	AH	F	F	AH	F	AH	F	AH	F	AH	F
Initiatives to encourage work to take place during core hours	F				F	F		AH	F	AH	F		F	F	F	AH		AH
Initiatives demonstrating a commitment to Māori and/or other cultures	F	F	F	F	UC	F		F		AH	F	UC	F	F	AH	F	F	F
Initiatives demonstrating a commitment to sexual orientation awareness and acceptance			F			F			AH	AH	F			F	AH	UC	F	AH
Initiatives targeted at those caring for adults	AH		F			F	UC	UC	F	AH	AH		AH	F	AH		F	AH
Initiatives targeted at employing disabled people	F		F	F		F		F		F	AH		AH	AH				AH
Sexual harassment policy	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F
Sexual harassment training	F	F	F		AH	F	UC	AH	F	F	F		F	F	AH	UC		AH
Diversity/cultural awareness programme	F	F	F			F	UC	F		AH	F	UC	F	F		F	F	AH
EEO policy/strategy/programme	F	F	F		F	F	UC	F		F	AH	F	F	F	F	F		
LEAVE (BEYOND LEGISLATIVE REQUIREMENTS)																		
Top-up government paid parental leave			F			AH		F		AH		F		UC	F	F		AH
Special leave (paid or unpaid)	F	F	F	F	AH	F	F	F	F	AH	F	F	F	F	F	F	F	F
Study leave	F	F	F		AH	F	F	F	F	AH	F	F	F	F	F	F	F	F

KEY

F Formal

AH Ad-hoc

UC Under Consideration

WORK-LIFE INITIATIVES	ACCIDENT COMPENSATION CORPORATION	AIR NEW ZEALAND	ANZ NATIONAL BANK	CATAPULT EMPLOYMENT SERVICES TRUST	CHEAL CONSULTANTS	CHCH POLYTECHNIC INSTITUTE OF TECHNOLOGY	COMVITA NEW ZEALAND	DEPARTMENT OF CORRECTIONS	FULTON HOGAN	HAIRYLEMON WEB SOLUTIONS	MERCY HOSPICE	NEW ZEALAND POST GROUP	PRESBYTERIAN SUPPORT UPPER SOUTH ISLAND	RYAN RECRUITMENT	TELECOM NEW ZEALAND	TRANSFIELD SERVICES NZ	WELLINGTON CITY COUNCIL	WESLEY COMMUNITY ACTION
Sabbatical or career break leave	F	F	F		AH	F	AH	AH	F		F	AH	F	UC	AH	UC	AH	AH
Buying additional leave in exchange for reduced pay	AH	UC	F			F	AH	AH			AH	F		UC	UC			AH
Paid leave for carers	F		F	AH	AH	AH	AH	F					F	UC	F		F	UC
INFORMATION SERVICES																		
Parenting information/resources		F	F		AH	AH	UC			F			F	F			F	AH
Community services information		F	F		AH	AH	UC		F		AH		F	F			F	AH
Information on caring for adults	UC		F		AH	AH					F		F	F			AH	AH
Transition to retirement education/information	AH	F	F			F		UC	F	AH	AH	UC	AH	F	AH	UC	AH	AH
WORK-LIFE INITIATIVES																		
Managers' performance measured on implementation of work-life initiatives	F	F	F			UC	UC		F	UC	UC		AH	F			AH	AH
Senior management encouraged to model effective work-life balance	F	AH	F	F	F	AH	F	AH	AH	F	AH		F	F	F	F	AH	AH
Measurement of business benefits of work-life initiatives	F	F	F	UC	UC	AH	UC		AH		UC		F	F	F			AH
Work-life initiatives integrated into strategic business planning	F	F	F	UC		F	UC			UC	UC		F	F	F			F
Seminars/training on work-life issues for employees	F	F	F		AH	F	F	UC		UC	F	F	AH	F	AH	UC	F	AH
Seminars/training on work-life issues for managers	AH	F	F		AH	F	F	UC		UC	AH		AH	F	AH	UC	F	AH
WORKPLACE/COMMUNITY LINKS																		
Volunteer day off	F	AH	F	AH		AH	F	F	AH	F		UC		UC		UC		UC
Support/sponsorship of charities	F	F	F	F	F	F	F		F	F	F	F	F	UC	F	F	AH	
Support for local/community networks	F	F	F	F	F	AH	F	F	AH	F	F	AH	F	F	AH	F	F	
Community work experience involvement	F	AH	AH	F		AH	AH	AH	F	F	F	UC		F	AH	UC	F	
HEALTH AND WELLBEING																		
Health and wellbeing seminars/courses	F	F	F			AH	F	F	F	UC	AH	F	F	F	F	UC	F	F
Weight management programme	F	F	AH			AH	F	AH	F	UC	UC			F	F		AH	AH
Health checks	F	F	AH			F	AH	AH	F	UC		AH	F	F	F	F	F	AH
Smoking cessation programme	AH	F	AH			F	F	AH	F	UC				F	F		AH	AH
Subsidised gym membership		AH	AH		F	F	F			AH				UC	UC		F	AH
Healthy food on-site	AH	UC	F		F	AH	F	AH		F			F	F	AH		AH	AH
Flu vaccinations	F	F	F		F	F		F	F	F	F	F	F	UC	F	F	F	AH
Stress management information	F	F	F		AH	F	F	F	F	UC	F	F	F	F	F	F	F	AH
Support for health/fitness/sporting events	F	F	AH		F	F	F	AH	F	F	UC	AH	AH	F	F	F	F	F
Employee Assistance Programme	F	F	F	F	AH	F	UC	F	F		F	F	F	F	F	F	F	AH
Employee Assistance Programme for family members/whānau	AH	F	F	F	AH	F		F	F			F	F	F	F	F	F	AH
Subsidised health insurance	F	F	F			F		F	F			AH	UC	UC	F	AH	F	AH
PERSONAL AND PROFESSIONAL DEVELOPMENT																		
Paid study assistance	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F
Professional/other fees subsidised	F	F	AH	F	F	F	AH	F	F	F	F	F	F	F	AH	F	F	F
Mentoring programmes	AH	AH	F	F	AH	F	UC	F	F	F	AH	UC	F	F	F	F	AH	AH
Networking opportunities	F	AH	F	F	F	F	AH	F	F	F	AH	F	F	F	F	F	F	AH