



World Animal Protection: Aotearoa New Zealand benefits

Benefits:

- 7-hour workday (30 min lunch) - 35-hour week (fulltime)
- Public holiday swap options
- Birthday leave (on your birthday or make your birthday weekend a long weekend)
- Government parental leave topped up to full pay for duration of government pay plus continued superannuation payments
- 3 days per year volunteer leave
- Gifted days off between Christmas and New Year's (Global)
- Two gifted days off in July to enhance wellbeing (Global)
- Training allowance
- Four days study leave (for work approved courses)
- Sydney-based Employee Assistance Programme (friendly time zone for virtual counselling sessions)
- Remote work - quarterly flights to Sydney office (discretionary)
- Employees can work 30 days overseas in a 12 month period.
- Option for flexible hours (start early, finish early, start late finish late, school drop off pick up navigation) or compressed work week i.e 9-day fortnight if appropriate and approved by your leader
- One additional day of annual leave per year of service up to a maximum of 5 years
- Formal TOIL programme (submit TOIL for any additional hours worked greater than 1 hour in one working day)
- An increase to annual leave through length of service - One additional day of leave after each year's service, up to a maximum of five days
- Bereavement/Compassionate Leave (10 days)
- Disability Leave (10 days)
- Menstrual and Menopause Leave (12 days)
- Pregnancy Loss Leave (10 days)
- Fertility Treatment Leave (5 days per cycle, up to max 3 cycles)
- Companion animal bereavement Leave (2 days)
- 'Pawternity' leave 🐾 (time to settle a new companion animal) (2 days)
- Gender Affirming Medical Leave (20 days)

*With manager approval up to the amounts listed, and pro-rata for part-time employees.