

# Ruapehu District Council

## Staff Benefits from 1 July 2007



Ruapehu aims to be a competitive employer of management, technical, general and casual staff and therefore has a competitive benefit programme.

The aims of this programme are:

- To retain staff to the District and to be an attractive employer. The cost of recruitment of new staff is high and, therefore, offering these benefits is cost effective for ratepayers. Council is operating in the reality of a tight labour market and increasingly competitive salary and package offerings by other employers.
- To overcome some of the perceived negativity of living in a small, rural area by offering a work environment that enhances work/life balance.
- To be a family-friendly Council.

Benefits	Explanation
Working women and mothers	Council recognises the importance of working women and mothers directly employed by our Council, and will provide, on approved application, a degree of subsidised child care and glide time for working mothers.
Health care	Council recognises the impact of working on general health and provides health and eye checks.
Family-friendly policies	Council recognises the importance of family events to the working parents and will allow parents to take time off for local family events such as children's prizegiving, etc. We recognise that there are those times when you just have to get out and attend to the family for a short while in emergencies and special occasions. This policy allows you to do so without disadvantage to your leave.
Long Service Staff	For staff who have worked in the organisation for over five years and over ten years, successive benefits are offered in training, flexible working hours, and medical (for over ten years staff).