



EMPLOYEE VALUE PROPOSITION

William Street, Paeroa 3600 • PO Box 17, Paeroa 3640 • E jobs@hauraki-dc.govt.nz
P 07 862 8609 or 0800 734 834 (*from within the District*) • www.hauraki-dc.govt.nz



*It's more than
Just a Job...*

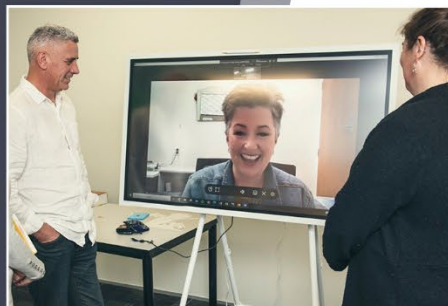
“
It's a great
place to
work



Develop your career
around your life
with flexibility including flexi
time hours and flexi place



You matter
prioritising well-being
initiatives and investment
in personalised learning and
development



Take your job with you
Stay with us while you keep
working remotely or have a
career break



Our sense of purpose
Helping make great
communities – it's good to
be part of it

Develop your career around your life

We don't just talk about work-life balance and flexibility – we have a Flexible Work policy that sees over 50% of our people enjoying flexible hours and remote working.



"I value the flexible work place policies."

"Flexible working from home options allows a better work life balance."

"I appreciate the flexible work arrangements – even though I prefer to work in the office it is good to know there are other options available."

"We are very lucky to have such emphasis on well-being and work flexibility."

"As a working Mum to three young children, I whole heartedly appreciate the flexibility of Hauraki District Council. To know that I can be there for my family and can contribute to my home life in the manner I believe is important means I probably give more to the organisation than I would in a standard 9-5pm job. It's a win-win situation for myself, my family and I like to think for the organisation."

HDC Employee Survey

Working with you to support you through all the parts of your life journey so you can balance both your career and personal life

Providing opportunity to change jobs without changing employer with internal promotion / transfer options.



You matter

We have a Chief Executive who truly cares about health and well-being and our well-being programmes and initiatives are rolled out on the red carpet to everyone who works here.

We are big believers in self-development and employee empowerment. All employees get to invest 5% of their working hours into their own personalised L&D journey. Take the opportunity for your career pathway to be identified and developed, or join a project team to extend your skill-set. This is permission to learn and grow at its optimum.



"I feel like the organisation actually cares about its people. That makes a massive difference from previous places I have worked"

"We are lucky to have such emphasis on well-being and work flexibility."

"HDC has a great culture and is an incredibly supportive environment."

"There is genuine care for staff and self-development opportunities."

HDC Employee Survey

Enjoy your life with...

- Real Flexible Work Options to fit in with your life and bring you the balance you want
- Employee Wellness initiatives and provisions that are genuine and provide added value
- Opportunity to grow your skill-set with 5% of your work hours invested in your Learning and Development.

Take your job with you

What if you could have a stint overseas and take your job with you, or town-hop New Zealand while you work? Not every job needs face-to-face in-office presence and at HDC we recognise that. There may be opportunities for you to keep working remotely from anywhere with us while you spread your wings. So develop your adaptable skill-set and see what you can do with HDC.

If that isn't an option for your particular role, then you can apply to put your job on hold while you do your OE or have a 'gap' year.

"I would like to request flexi work, flexi place and flexi time to work from overseas (India)".

Approved

"I would like to request extended leave to gain a job on super yachts overseas (Mediterranean) for their summer season."

Approved

"This application is for flexi time and place arrangements as I'm planning on an extended visit to my parents in South Africa, and would like to continue to work."

Approved



Our sense of purpose

We all play a part in helping HDC to make great communities, supporting the Council Community Outcomes which are **Healthy environment; Connected people; Vibrant and safe communities; and Strong economy.**

It feels good to be a part of it.

"Being part of the community in my role allows me to be connected with the people. I enjoy working closely with them."

"I like the fact that I can make a positive impact on the community. It feels good to be part of a team that effectively deliver services..."

"I feel useful as a member of the community."
Annual Employee Survey

**"He aha te mea nui o te ao?
He tangata, he tangata, he tangata."**

**"What is the most important thing in this world?
It is people, it is people, it is people."**

