



Mātāpono | Who we are



Colleague benefits



Six weeks annual leave

All permanent and fixed term employees are entitled to an additional two weeks' annual leave, making your annual leave entitlement six weeks!



Health insurance

Eligible permanent colleagues can join the Southern Cross 'Wellbeing One' plan for free! You can also use the BNZ corporate discount to upgrade your plan and add your spouse / partner and dependent children.



Life insurance

Eligible permanent colleagues are enrolled into our group life insurance plan, including Income Protection, Death and Terminal illness and Total & Permanent Disability insurance. You can also top-up your cover in your first 30 days of joining BNZ.



Parental leave benefits

Primary carers are eligible for 26 weeks top-up to full pay. You will also receive a 3% KiwiSaver boost after returning from unpaid parental leave. Partners of primary careers are eligible for 2 weeks' paid family leave.



Wellbeing app

All colleagues can enjoy free access to our wellness app and portal. Here you can enjoy wellbeing goodies including workouts and lifestyle tips, activity tracking and join BNZ-wide challenges.



Flexible working

We offer everyday flexibility for colleagues based on your role. This could mean working from home or working from a different location or office up to 40% of your working week.



Banking discounts

Eligible BNZ colleagues can enjoy access to competitive rates on a variety of BNZ products. This includes everyday banking, home loans, insurance, investments and credit cards.



Lifestyle discounts

Colleagues can take advantage of great discounts. These include home, contents and vehicle insurance, health & fitness providers, retail, trades & services and travel & accommodation.

This document is provided for illustrative purposes only. Please refer to detailed eligibility information on Tahi-HR or request from your Talent Acquisition Partner. Fixed term employees are eligible for some of these benefits and should refer to their employment agreements for details as to which apply to them. Casual employees are not covered by the benefits set out in this document. Outside of contractual leave entitlements, BNZ's colleague benefit offering is subject to change and/or cancellation at any time and does not constitute an entitlement under your employment agreement.