



Working for Wesley Community Action

Our kaimahi (staff) bring Wesley Community Action to life. They get 'right in there' with every individual they work with and every whānau they walk alongside.

We reckon it takes a particular kind of kaimahi to be able to:

- nurture, fire up and grow initiatives in response to what the community wants
- deliver on our contracts in ways that respect people's rangatiratanga – and their courage
- journey with the whole Wēteri rōpū to discover what it looks and feels like to be a Kaupapa Te Tiriti organisation.

The people drawn to work for us bring their unique lived experience as well as their knowledge, passion and heart. Once they join us, many never leave. Some of our kaimahi have worked for us for more than 20 years. Others come back to work for us having previously left to take up higher-paid jobs elsewhere.

We believe this deep level of loyalty is the result of a number of factors.

Salary package

We offer a comprehensive employment package that has set steps to increase pay according to time in the job and qualifications. The package covers a wide range of leave and entitlements including:

- having your birthday off
- the opportunity for some kaimahi to take work cars home, saving commuting costs
- paying for professional memberships such as the annual SWRB Practicing Certificate.

Health and wellbeing

We care about the health and wellbeing of our kaimahi and we support this through a range of benefits including:

- annual flu vaccinations
- an annual Matariki day where kaimahi get together to relax and feel into what Matariki means for te ao Māori
- a compassionate approach to sick leave, going beyond the minimum to respond to unique needs
- support from our Kaitiaki during the tough bits. Our Kaitiaki seeks to 'āki te tī o te tangata' – nurturing the indescribable light of our kaimahi as they navigate the landscape of trauma.

E Tū (union) members have two additional wellbeing benefits after three months of continuous service:

- a wellbeing payment of \$250 towards stress relieving activity
- 2 days of wellbeing leave a year.

Work-life balance

We work hard to build a relationship of trust between team managers and kaimahi so we can accommodate individual needs. This includes offering a whānau-friendly approach to location and hours of work.

Some kaimahi whose roles involve high levels of administration can work off-site one day a week.

Kai, aroha and laughter

We offer a supportive working culture with a good vibe. For us it's all about manaakitanga: we're big on kai, aroha and laughter. On any given day, you may find yourself crying tears of anguish then laughing so hard your cheeks go numb. And you'll probably do both with a muffin in your hand.

To help build a sense of community we hold regular all-staff Connect sessions to share what we've been up to and learn from each other.

Career opportunities and professional development

We're committed to helping you to grow your skills and enjoyment in your mahi.

We do this through:

- providing opportunities to collaborate with kaimahi from different teams and sites, or to be seconded to another team or location
- support from our Practice team to strengthen your practice guided by Te Ara Wēteri, the set of action points that guide our mahi
- internal and external training courses, including an 8-week Te Reo course held during work time
- Wēteri Scholarships (valued at between \$500 and \$3000) to explore, learn, or grow your knowledge and competency in an area you have a passion for
- providing monthly professional supervision for all whānau-facing kaimahi.

A creative mix of innovation and stability

Innovation: We believe that the dominant way of helping people is no longer fit for purpose. We focus on the strengths and abilities that whānau and communities have, rather than imposing ready-made solutions. At the heart of this approach is the belief that they – not us – are the experts in their own lives. This approach enables us to be open to innovation and change.

Long-term stability: We are fortunate to have a sound balance sheet and an experienced Board that provides stability and guidance as we negotiate new approaches.



Be prepared to be challenged (and supported)!

We have big visions that require heart and courage. Our Kaupapa Te Tiriti commitment requires us to continually learn and adapt as we push this approach forward. This is challenging and exciting.

At times our approach can feel messy and frustrating. We know we aren't perfect and we do sometimes drop the ball, but we always strive to be open and honest.

Working for Wesley requires a different mind-set and an openness which isn't for everyone. But if you think it sounds like you, we say go for it – we'd love to hear from you!



New staff at Wesley Community Action