



Parental Leave Project

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Women in Public Sector Summit

Outline of presentation

- Interviews and focus groups – 49 people
- HR survey to core public service agencies
- Findings cover 3 areas – Before taking leave, on leave, and returning to work

Before going on leave

- Planning your family
 - Best time to have a child (and career progression?)
- Information on entitlements
 - Comprehensive information – without having to ask your manager...
 - Check out Smart Start
(<https://smartstart.services.govt.nz/>)



The Department of Internal Affairs has just announced [the top baby names for 2016](#)

[Your profile](#)[To Do list](#)

Welcome to SmartStart

SmartStart provides step-by-step information and support to help you access the right services for you and your baby.

[Add your due date](#)[Find and use services](#)[Check your To Do list](#)[Register birth online](#)

Before going on leave

- Taking your annual leave
 - From 1 June 2017, will be able to take any accrued annual leave / time in lieu before paid parental leave
 - Paid parental leave previously linked to date of birth
 - Allows a longer period of payment whilst on leave

Timing of leave

- Performance reviews and remuneration rounds
- - flow on effects of missing out on a performance review etc because of the timing of going on parental leave
- Reference: Pacheco, G. Li, C. & Cochrane, B. March 2017. Empirical evidence of the gender pay gap in New Zealand: Ministry for Women, New Zealand.

On leave

- Contact whilst on leave
 - Invitations to social events and information about organisational changes
 - Some people felt they had too much contact
- Keeping in Touch days (KIT)
 - Opportunities for training and refreshing knowledge of current priorities in your team or agency

Transition

- Keeping in Touch days (KIT)
 - Designed to allow paid employment during PPL period but no restriction on doing paid work while on unpaid extended leave
 - Recent change enables extended leave to be taken in 'blocks' rather than continuously
 - Limited knowledge of KIT days from HR survey

On return to work

- Calculation of annual leave
 - Differences between agencies in use of s42(2) PLEPA
 - Calculation of annual leave payment based on previous 12 months earnings, can mean annual leave paid at zero initially and up to 12 months before paid at full rate
 - Legislation is a minimum and is used by just over half of the agencies surveyed
 - Financial consequences for those taking parental leave vary depending on agency

On return to work

- Flexible work arrangements
 - Particularly the transition back into role
- Feeling welcome and valued
 - Discussions with manager about return
 - Quality of work allocated

Where to from here?

- Workshop with HR leaders
- Release of key findings