



# Parental Leave Project

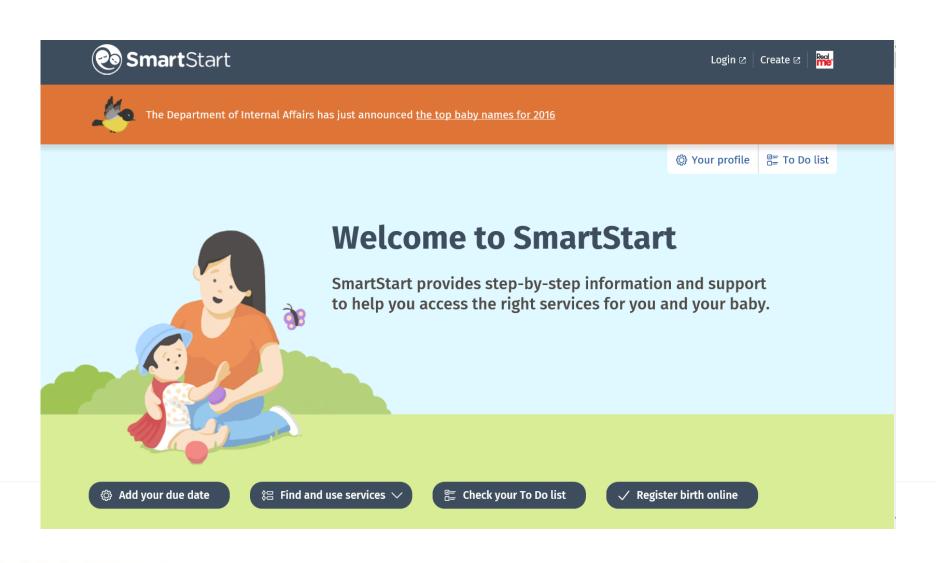
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Maria Williamson (Ministry for Women)
Women in Public Sector Summit

# 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 (<u>https://smartstart.services.govt.nz/</u>)



## 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