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13 December 2024

By email: [REDACTED]

Tēnā koe [REDACTED]

Official Information request and response

Thank you for your request under the Official Information Act ("OIA") dated 16 November 2024.

You have requested:

Please supply the following information under the Official Information Act (OIA):

1. *Copies of your organisation's parental leave policies and relevant documents outlining information and support provided to employees on individual contracts and/or collective agreements who take parental leave.*
2. *Please provide a summary of support, information and entitlements you provide to your employees who take parental leave and return to work at your agency. This should include:*
 - a. *Parental leave payment, ex-gratia payments and 'top-ups' for primary carers, as well as the conditions employees need to meet to receive such payments*
 - b. *Paid leave for partners/secondary carers, as well as the conditions employees need to meet to receive such payments*
 - c. *Remuneration review during leave*
 - d. *Leave accrual during leave and the rate at which annual leave is paid after an employee returns from parental leave*
 - e. *Flexible work policies*
 - f. *Kiwisaver contributions - particularly whether employer contributions are paid during parental leave grant / ex-gratia payment / paid parental leave*
 - g. *Any contributions towards childcare*
 - h. *Support in the event of a miscarriage or stillbirth*
 - i. *Any support provided for fertility, adoption and surrogacy*
 - j. *Any other parental leave benefits or support.*

Please find our response below:

1. Please find a copy of our parental leave policy from our Procedures Manual attached.
2. We are able to provide a summary as follows:
 - a. Parental leave payment – please see response at 1.
 - b. Paid leave for partners/secondary carers – as per standard entitlement under the Employment Relations Act 2000.
 - c. Remuneration review during leave – all eligible employees are entitled to annual review including those on parental leave.

- d. Leave accrual during leave and the rate at which annual leave is paid after an employee returns from parental leave - as per standard entitlement under the Employment Relations Act 2000.
- e. Flexible work policies – upon mutual agreement with the manager and employee a gradual return to work can be arranged as well as the use of ‘keeping in touch’ days.
- f. Kiwisaver contributions - particularly whether employer contributions are paid during parental leave grant / ex-gratia payment / paid parental leave:
 - i. Paid parental leave – yes
 - ii. Ex-gratia payment – yes
 - iii. Parental leave grant – no policy
- g. Any contributions towards childcare – no policy.
- h. Support in the event of a miscarriage or stillbirth – in addition to standard entitlement we would offer bereavement leave, the use of sick leave and at the discretion of the CE (in some cases) compassionate leave.
- i. Any support provided for fertility, adoption and surrogacy – no policy.
- j. Any other parental leave benefits or support. - ex-gratia payment as per above.

For your information, funding provided by NZ On Air for all successful projects is [searchable](#) on our website. You can also [sign up](#) to receive our regular industry newsletter via our website.

You have the right to refer this response to the Ombudsman if you are dissatisfied with it. More information on how to do this is [here](#). NZ On Air proactively releases information in accordance with the Government’s commitment to the Open Government Partnership National Action Plan. This includes publishing responses to requests for information under the OIA. Please note that this response (with your name removed) will be published on the NZ On Air website shortly and will remain on our website for 12 months.

Thank you for your interest in our work.

Ngā manaakitanga,



Raewyn Rasch

HEAD OF OPERATIONS, PARTNERSHIPS AND CULTURE

KAIHAUTŪ NGĀ WHAKAHAERE, NGĀ RANGIPŪ MAHITAHĪ ME TE AHUREA