



CHAMPIONS FOR CHANGE - PARENTAL LEAVE FRAMEWORK

The framework outlines three stages of maturity for organisations when reviewing their parental leave policy.

Stage 1 - Minimum standard for Champions for Change

Stage 2 - Mid-point

Stage 3 - Aspirational

The three stages are designed to establish a minimum standard for Champions, but also provide a stretch journey for organisations to continue to look ahead and keep developing their policy going forward.

The framework focuses on six key areas of parental leave policy and is designed to allow flexibility of implementation across the partner network. The policy features have been designed with consultation with Crayon and draw from data collected by them from over 350 policies.

Policy feature	Minimum standard	Midpoint	Aspirational
1. Additional paid leave	Employer provides additional paid leave to employee on parental leave	Employer-funded parental leave: 13 weeks of full salary for the primary carer (excluding any government payments).	26 weeks full paid regardless of primary carer or partner (excluding any government payments). Flexibility of policy when it can be taken (within 2 years)
2. Partner leave	Employer offers a period of paid parental leave to the partner. Full pay for the 2 weeks statutory	5 weeks paid to partner.	As above
3. KiwiSaver contributions	Employer continues KiwiSaver contributions to employee while on parental leave	Employee receives KiwiSaver employer contributions equivalent to what they would have received	Employee receives KiwiSaver employer contributions equivalent to what they would have

		on 6 months at full pay..	received on a whole year of earnings.
4. Flexible Return	Employer offers flexible return arrangements for their people returning from parental leave.	Support to ease the initial return to work: Financial assistance to support transition (e.g., pay 100% for 80% of normal hours for period 8 weeks) Return to work plan Feeding and expressing support Regular check-ins during the transition	Support to minimise the impact parental leave has on long-term career trajectory: Career development planning Coaching or sponsorship Childcare support
5. Leave and Wellbeing	Any annual leave accrued whilst on parental leave and taken during the first 12 months on return from parental leave will be paid at their ordinary pay rate (the higher of their ordinary weekly pay or average of the previous 12 months earnings)	Additional support for pregnancy, miscarriage, stillbirth, fertility, surrogacy, and adoption.	Additional support for primary carers and partners to care for unwell children (e.g., 5-10 days parents/wellbeing leave for returning parents).
6. Parental leave transparency	Employer publishes their parental leave policy on the New Zealand Parental Leave Register.		