

AWLA Parental Leave Entitlements Survey 2022

Firm	Any enhanced parental leave payments <u>above</u> statutory minimum entitlements for primary carers. If so, how much does the firm top-up and for how many weeks?	Any conditions associated with the enhanced payments?	Any clawback associated with the enhanced payments?	Timing of enhanced payments and what salary is it calculated on?	Any minimum service requirements for enhanced payments? If so, what is the minimum tenure?	Other benefits/ support provided both during pregnancy, during parental leave, and on return to the workplace?	Percentage of legal staff returning to work after parental leave with flexible hours?	How is annual leave treated in relation to parental leave?	Approach to promotion, pay reviews, bonuses, and the salary the employee will return to?	Any paid partners/ secondary carers leave offered? If so, how much, for how many weeks and any conditions associated with payment?	Are enhanced entitlements contractual or discretionary in nature?	Is info readily accessible to all staff?
AJ Park	Yes, permanent PT employees who have been with the firm for <u>one year or more</u> are entitled to enhanced payment of up to 18 weeks' full pay .	No.	Employees will be required to repay all or part of the gross amount of the AJ Park Parental Benefit or gross value of the paid leave if they do not return to work at the end of their parental leave, or if they choose to leave AJ Park within one year of returning to work from parental leave or taking paid partners/paternity leave. They will be required to reimburse AJ Park 1/12 for each full month worked since you returned from parental leave or taking paid partners/paternity leave.	Payment is made in the first pay cycle following the employee's official parental leave start date. It is calculated according to our policy and is pro-rated for those who work PT hours.	Permanent full time and PT employees are eligible after one year's service.	Keeping In Touch (KIT) days and Flexi/hybrid working arrangement.	Approx 100%	Annual leave accrues as normal.	Pay review occurs whilst the person is on leave. Bonuses, uplifts etc are paid irrespective.	Permanent full time and PT employees with one year or more of unbroken service can receive up to 3 weeks paid Secondary Caregiver leave.	Parental leave entitlements are stated in our parental leave policy rather than employees contracts, so are discretionary.	Yes. The policy is on our company-wide intranet.
Anderson Lloyd	Yes. All employees with <u>12 months continuous service</u> are topped up to 100% of salary for a total of 26 weeks .	Employee must have been a permanent employee of Anderson Lloyd for at least 12 months	Employees who are receiving the firm's additional paid parental leave Top Up Payment are bonded for a period of 12 months from the date they return date to work. If an employee's employment is terminated for any reason during this 12 month period, the firm <u>may</u> require the	Payments based on employee's salary as at the commencement of parental leave. Top up Payments commence once they start leave. So they are paid continuously for 26 weeks.	12 months	Fully equipped and encouraged to WFH prior to leave. PT and Flexible working options upon return. Pay employer KiwiSaver contributions for up to a maximum of 52 weeks. Up to 10 days leave without pay can be taken by a	87 % returned (calculated over last 24 months).	Annual leave accrued whilst on parental leave is paid at the <u>greater</u> of average weekly earnings and ordinary weekly pay. Essentially normal pay and not reduced at all due to time away on PL	Promotions and pay reviews take place in January. Employees on PL are included in that process. Pay reviews consider all performance indicators and any staff changes are applied irrespective of PL. Staff may choose to	4 weeks paid partner leave	Discretionary - Parental leave policy.	Yes. Policy is on our intranet and HR reach out to all employees to talk them through the firm's policy when hearing of their pregnancy, adoption or partner's pregnancy.

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			employee to repay a pro-rated portion of the Top Up Payment based on the proportion of service completed following return.			pregnant person before their parental leave starts for reasons connected to the pregnancy.			continue on our Leadership program while on PL.			
Anthony Harper	Yes. <u>If an employee has a right to receive Government funded parental leave</u> , they will receive a top up to their full pay of up to 9 weeks .	No.	No.	Paid as part of the normal fortnightly payroll. Payments are at employee's ordinary hourly rate, subject to tax.	Employees must have been employed for at least 12 months (for full entitlements) or at least 6 months (for some entitlements) on the expected date of birth/care/adoption, and, over that qualifying period have worked for an average of at least 10 hours a week.	Flexible working options.	Approximately 80%	Annual leave accrues as normal during parental leave. We pay annual leave at the employee's full rate on return from parental leave.	Promotions, pay reviews and bonuses are assessed and awarded in the same way as if the employee was working for the duration of their parental leave.	Yes. Partners who meet the 6 month government eligibility criteria may take up to 1 week's paid partner's leave, and those who meet the 12 month government eligibility criteria may take up to 2 week's paid partner's leave.	Parental leave entitlements are outlined within our Parental Leave Policy, not individual employment agreements.	Yes. Policy is on our company-wide intranet.
Bell Gully	We provide the following salary top-ups for primary caregivers <ul style="list-style-type: none"> 4 weeks after <u>1 years</u> continuous service 10 weeks after <u>2 years</u> continuous service 18 weeks after <u>3 years</u> continuous service, and for <u>all</u> senior associates/special counsel. 	50% of the top up is paid as the primary care giver is taking parental leave. The following 50% is paid as a lump sum three months after they return to work.	If someone returns on reduced hours, their second payment is pro-rated to reflect that.	Refer to response in cell D3.	Refer to response in C3.	Refer to response in J3 regarding our treatment of AL on return from parental leave. Additionally where one is available, we provide carparks to those in their third trimester, and we have a formal working from home policy in place.	Approximately 75%	We pay annual leave at the higher of the ordinary or average weekly pay, to ensure there is no impact on these payments	There is no impact on promotions and salary rounds for those on parental leave, these continue as they would if the person was at work.	We offer 1 week's paid secondary caregiver leave after 1 years' service and 2 weeks' paid secondary caregiver leave after 2 years' service.	They are set out in the policy and are not discretionary.	Yes, our policy is on our internal workplace portal
Buddle Findlay	Yes. <u>All</u> permanent employees are entitled to receive three months' Buddle Findlay paid parental leave based on	Leave must be taken within 12 months of the birth or the date on which	Employees will be required to repay the amount if they decide not to return to the firm	Paid parental leave will be paid in the normal way, at the rate of the salary	No minimum service required for Buddle Findlay paid parental leave.	Keeping in touch days. Flexible working hours.	Approximately 90%	Employees are paid their annual leave at the full rate on their return from parental leave.	Promotions, pay reviews and bonuses are evaluated in line with the	Yes. three months paid parental leave for secondary care giver, if	Parental leave policies are contained in our staff handbook	Yes. Policy is on our firm intranet.

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	the salary at the time of leave being taken.	the employee or their spouse/partner becomes the primary carer of the child.	or if they leave the firm within 12 months of returning to work.	employee receives immediately prior to the commencement of their parental leave					rest of the firm. They are treated as if the employee was working for the duration of their parental leave.	they become a primary care giver in the first 12 months		
Chapman Tripp	Yes. For Permanent employees, primary carers are eligible to receive up to 26 weeks top up to full salary.	Primary carer bonded for 12 months of receiving 26 weeks Top Up Payments or within 12 months of having returned to work (whichever is the latter of the two)	Required to reimburse CT for 100% of the top up payments received.	Paid in conjunction with Govt payment	Eligible from day one of employment with CT	Flexible working options. Primary carer - one off Kiwi-saver contribution on return for period of unpaid extended leave. Up to 5 days paid leave for fertility treatment. Additional 5 days paid bereavement leave for miscarriage/ still birth		Annual leave accrues as normal during parental leave and is paid at full value.	Parental leave does not affect eligibility to be considered for promotion, performance and/ or remuneration review whilst on leave or when return.	4 consecutive weeks paid leave. Up to 5 days paid leave for fertility treatment. Additional 5 days paid bereavement leave for miscarriage/ still birth	Parental leave entitlements are contained in policy.	Yes. Policy is on our company-wide intranet.
Davenports	Did not respond											
Dentons Kensington Swan	Yes. All employees who have completed <u>2 years'</u> consecutive employment are entitled to paid parental leave of 18 weeks of their full salary for the primary caregiver (top-up on the Govt payment). Where there is a break in the employment relationship following two years' consecutive employment, returning employees need not be employed for a further two years. In such cases, entitlement is resumed after a further 12 months' employment.	Staff who take extended parental leave and receive the top ups payments are bonded for 2 years. If staff leave within 12 months the full amount is repayable. Thereafter the amount is pro-rated. Payments will be pro-rated when return to work is part-time and will be reduced	Staff who take extended parental leave and receive the top ups payments are bonded for 2 years. If staff leave within 12 months the full amount is repayable. Thereafter the amount is prorated.	There are two options for staff. Option A - Top-up is made at two points in the period of parental leave. First point is at the commencement of parental leave (9 weeks' salary paid in a lump sum). Second point is the 9 weeks leading up to their return to work which is paid as approximately two equal	All employees who have completed 2 years' consecutive employment. Where there is a break in the employment relationship following two years' consecutive employment, returning employees need not be employed for a further two years. In such cases, entitlement is resumed after a further 12 months' employment.	Flexible working options, a mentor when transitioning to and from parental leave, annual leave entitlements when returning from parental leave at pre-leave values	Approximately 87.5%	Annual leave accrues as normal during parental leave and is paid as pre-leave values	Promotions and pay reviews are assessed as if the employee was working for the duration of their parental leave. Bonuses are assessed based on the employee's work prior to going on parental leave (provided they worked for at least six months prior to the end of the financial year) and payment is	3 weeks of paid leave for the non-primary caregiver. May take up to two weeks at any stage during the first calendar year after the birth or adoption of the child and the remainder in the second calendar year. Bonded for 12 months after the first two weeks' leave and 6	Parental leave entitlements are contained in policy and so are discretionary.	Yes. Policy is on our staff intranet.

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		proportionately if less than 18 weeks' parental leave is taken		monthly payments. Option B - Top-up is made over the 18 weeks leading up to employee's return. Paid as approximately four equal monthly payments which is spread across the four months leading up to return to work.					prorated for the time worked during that period.	months after the third week is taken. When the leave is taken in one consecutive period within the first year, bonded for 18 months. All employees who have completed 2 years' consecutive employment with the firm are entitled to this benefit. Where there is a break in the employment relationship following two years' consecutive employment, returning employees, need not be employed for a further two years. In such cases, entitlement is resumed after a further 12 months' employment		
DLA Piper	Individuals are eligible for Firm primary carer paid parental leave if they: <ul style="list-style-type: none"> • are a full time or PT employee of DLA Piper New Zealand; and • are attending to the needs of the child more than any other person. 	Individuals are eligible for Firm primary carer paid parental leave if they: <ul style="list-style-type: none"> • are a full time or PT employee of DLA Piper New Zealand; 	No	Primary carer paid parental leave has the option to be taken flexibly. Individuals can elect to have the top up payment:	No	We have developed a framework to: <ul style="list-style-type: none"> • Support people in transitioning on leave. • Ensure that any payments received in 	The Firm recognises the importance of accommodating flexible work arrangements for employees returning to work, after a	During the period of unpaid parental leave an individual may take any annual leave that they have available; however, the total period of parental leave (paid and unpaid) cannot exceed 52 weeks and must not extend	The top up payment, in combination with the government entitlement, totals the rate of the individual's	The policy is inclusive of all parenting forms (inc birth, surrogacy, adoption, foster care and kinship care.),	Our Parental Leave policy applies to all employees at DLA Piper New Zealand, and does not form part of any contract	Yes, the policy is available on our Intranet.

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	<p>Individual's normal salary during the period of paid parental leave is topped up to 100% of salary for 26 weeks of primary carer paid parental leave.</p> <p>Primary carer paid parental leave has the option to be taken flexibly.</p> <p>Individuals can elect to have this top up payment: <ul style="list-style-type: none"> • to full pay for 26 weeks; or • to half pay for 52 weeks; or • speak with HR to discuss another arrangement. </p>	<p>and</p> <ul style="list-style-type: none"> • are attending to the needs of the child more than any other person. <p>Individuals are eligible for paid co-parent leave if they:</p> <ul style="list-style-type: none"> • are a full time or PT employee of DLA Piper New Zealand. • are a parent to the child. In the case of the birth of the child, you must not have been the person to give birth. In the case of adoption, surrogacy, foster care and kinship care, you must not be the primary carer of the child. 		<ul style="list-style-type: none"> • to full pay for 26 weeks; or • to half pay for 52 weeks; or • speak with HR to discuss another arrangement.. 		<p>relation to leave are processed in a flexible manner.</p> <ul style="list-style-type: none"> • Keep in touch with individuals and keep individuals engaged with their team and the business whilst they are away. • Facilitate return to work following leave. <p>KiwiSaver will be paid during unpaid parental leave up to 26 weeks.</p> <p>We have a Keep in Touch program designed to equip both the employee and their supervisor with the resources to assist with a smooth transition both during and when returning from parental leave.</p> <p>We offer a parental leave coaching program run by an external provider.</p> <p>All employees returning from parental leave have the option to join the firm's mentoring program.</p>	<p>period of parental leave. The Firm will consider any application on a case-by-case basis.</p>	<p>beyond the child's first birthday.</p>	<p>salary at the time they commence the period of parental leave. Should a review or promotion occur during the parental leave absence, the rate of pay will be adjusted accordingly.</p>	<p>and all family types (inc. those who identify as LGBTIQ) .</p> <p>4 weeks of co-parent leave (which counts towards your paid primary carer parental leave if this is taken at a later date)</p> <p>Individuals can take co-parent leave anytime from 1 week prior to the arrival of the child up to any time before the child reaches 24 months (or within 24 months of their adoption, surrogacy, foster care or kinship care placement).</p> <p><i>Comment:</i> We offer co-parent leave up to 24 months, as the time of birth is not the only time where it is helpful to have extra support.</p> <p>If you join the firm, post the birth of your child and are</p>	<p>of employment nor does it create contractual rights or obligations.</p>	

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										the co-parent, you will be entitled to a pro-rated amount of paid leave, dependent on the child's age at the time you commence employment		
Duncan Cotterill	DC tops up the capped government payments to 100% of salary; for up to 15 weeks for qualifying staff, based on tenure with the firm: <ul style="list-style-type: none"> 12 – 23 months service = 6 weeks top up of salary 24 – 35 months service = 10 weeks top up of salary 36 months or more service = 15 weeks top up of salary. 	Qualify for the DC PL as a Primary Carer or if you are sharing extended parental leave with your spouse / partner for the period concerned under the Act. <ul style="list-style-type: none"> Have completed 12 or more months' continuous service with DC as at the date of birth/adoption, and a further 12 months' continuous service post return from a previous period of PL. 	Must agree to and sign a bonding agreement requiring repayment of the salary top up if you do not return from PL or return and leave employment within 12 months (post your return from PL).	Under this policy DC's top up parental leave payments will be based on your base salary immediately prior to commencing leave and will be paid at normal pay periods.	As per column C	Self-selected care package (two weeks supply of nappies, two weeks for a paid cleaner or two weeks supply of prepared meals) received for 2 weeks at baby's birth or adoption and for 2 weeks upon return from parental leave.	This is not something we measure. Our guidelines allow the employee to manage flexible hours informally with their supervisor, rather than making a formal amendment to their terms and conditions of employment (although they can still formally request a change if preferred). In relation to PT hour arrangements upon returning from parental leave, again this is not something we measure however we estimate that the majority of our legal staff would return from parental	Upon return from PL DC will top up the value of your annual leave that became entitled whilst on parental leave to be paid at ordinary rates.	We review all employees' salaries annually including those on parental leave. We do not discount salary or bonuses for an employee while on parental leave. In terms of promotions, in some circumstances if the legal staff member is within their first few years of working as a solicitor given the steep learning curve, we do look at that as part of our process and consider promotion the following year. Typically though, for promotions to associate and above, we would not approach any differently for	DC provides an additional 2 weeks paid partner / spouse Leave for qualifying staff.	The enhanced entitlements sit within our parental leave policy on the firmwide intranet for all employees to access.	

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							leave with an amendment to their hours of work.		those who have been on parental leave against those who have not. For any employee on parental leave, we consider and review their salary equally to their peers and measure their performance for the time that they were at work.			
Gilbert Walker	Did not respond											
Glaistor Ennor	Did not respond											
Greenwood Roche	Did not respond											
Grimshaw & Co	Did not respond											
Haigh Lyon	No.	N/A	N/A	N/A	N/A	Flexible working options.	Annual leave accrues as normal during parental leave and is calculated on the basis of an employee's average weekly earnings on their return from parental leave.	If missed annual review while on parental leave, returnees are reviewed when they return to the office	N/A	N/A	N/A	Yes through Practice Manager
Harmos Horton Lusk	Did not respond											
Hesketh Henry	Yes. On an employee's return to work from parental leave that has been for a continuous	The payment is contingent on the employee remaining	No	paid after the employee has returned to the	Employees will only be eligible after completion of six months' service.	Car park offered. Flexible working options	100%		Promotions, pay reviews and bonuses are assessed as	Yes. 5 days domestic leave is available to	Parental leave entitlements are contained in policy and	Yes. Policy is on our company-

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	period of four months or more a lump sum payment equivalent to four weeks salary is paid.	employed with the firm for a period of at least six months following their return from parental leave, and will be paid after that six month period has lapsed.		firm for a 6 month period					if the employee was working for the duration of their parental leave.	secondary carers.	so are discretionary.	wide intranet.
Hudson Gavin Martin	Yes. Details commercially sensitive.	No.	No.	Details commercially sensitive.	Yes. Details commercially sensitive.	Yes, including flexible working options.	100%	Details commercially sensitive.	Details commercially sensitive.	Yes. Details commercially sensitive.	Policy referenced in employment contract.	Yes.
Lane Neave	Did not respond											
Lee Salmon Long	Did not respond											
Lowndes Jordan	Did not respond											
Martelli McKegg	Did not respond											
Mayne Wetherell	Did not respond											
McVeagh Fleming	No.	N/A	N/A	N/A	N/A	Did not provide.	Did not provide.	N/A	Did not provide.	No, statutory entitlements only.	Did not provide.	From Practice Manager.
Meredith Connell	Yes. Permanent employees who have worked at MC for 12 months or more are entitled to enhanced payments of up to 26 weeks . MC tops up the 26 week governmental parental leave payment so employees retain their full salary for that period.	Yes. Employees must be eligible for (and receiving) the payments from IRD. The payments are bonded - employees will need to return to work for at least 6	If employees do not return or return for a period of less than 6 consecutive calendar months, they will be required to repay the amounts.	Payments are made fortnightly in line with the employee's IRD payments through payroll.	Employees will only be eligible after working at the firm for 12 months. The policy applies to permanent employees only.	Flexible working options, return to work support/coaching service provided, regular new parents support group meetings within the firm.	Approximately 90%	Annual leave accrues as per normal and is calculated on the average weekly earnings over the last 12 months at the time the employee takes leave.	They as assessed as though the employee was working.	Yes. Secondary caregivers receive two weeks paid leave to support the primary caregiver provided they have been with the firm for 12 months.	The entitlements are contained in our Parental Leave Policy.	Yes. The policy is on our intranet which can be assessed by all employees.

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		consecutive calendar months following the conclusion of parental leave.										
Minter Ellison Rudd Watts	Yes. Permanent employees who are <u>primary carers under the Act</u> are entitled to be topped up to their normal salary for 26 weeks .	A condition of payment is that employees agree to repay the Parental Leave Payment if they do not return for a continuous period of 52 weeks after parental leave. The amount to repay will be pro-rated based on how much the employee has worked in the 12 month period after parental leave.	Yes. Employees must repay part of all of Parental Leave payment if they do not return to work after parental leave or do not remain employed for a continuous period of 52 weeks after returning from parental leave. The amount to repay will be pro-rated based on how much the employee has worked in the 12 month period after parental leave.	The Parental Leave payments will be made during the first 26 weeks of parental leave (the payments top up the government subsidy so the employee continues to receive their usual full pay for the first 26 weeks of parental leave).	Employees must have completed at least 26 weeks' continuous employment (working an average of 10 hours a week) with the firm prior to taking Primary Carer leave.	We offer up to 10 days of "Special Leave" (unpaid) prior to the birth of the child to attend appointments. Flexible working options including a hybrid working commitment of 60:40 model for nearly all roles (60% office based and 40% home based). Our staff do not need to apply for this We have a buddy scheme available for support and advice, and run 'Keeping in Touch' events with parents on parental leave. EAP for all employees, and keep in touch through emails and invitations to firm-wide social and work-related events. We have a parent network that we provide resources and support via	Often 100% in any one year. Often parental leave returners gradually return to work with flex that suits for months, and then change to other hours later.	Annual leave accrues as normal during parental leave and is calculated on the basis of an employee's average weekly earnings on their return from parental leave.	There is no change, as parental leavers are employees. Promotions, pay reviews and bonuses are assessed as if the employee was working for the duration of their parental leave.	Yes, two weeks fully paid partner leave for permanent employees who qualify for Partner Leave under the Act and who have completed 26 weeks' continuous employment (working an average of at least 10 hours a week). This is to be taken within two years of the birth or assumption of care of the child.	Parental leave entitlements are contained in policy and so are discretionary.	Yes. Policy is on our company-wide intranet.

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						our Intranet and Teams pages. We provide additional support via coaching and mentoring as needed						
Morris Legal	Did not respond											
Rice Spier	Did not respond											
Russell McVeagh	Yes. <u>Primary caregivers</u> paid enhanced payments of up to 26 weeks full pay (permanent staff, any gender, all circumstances eg. Birth, adoption, whāngi, surrogacy)	None	No	Paid as regular salary payments	No	Fertility leave (any gender, including for surrogacy) Paid leave for pregnancy related medical appointments (any parent, including for surrogacy) Parent Support Process acknowledges an individual's requirements at particular transition points External coach for transition going onto leave and coming back to work; Flexible work arrangements (varies by individual needs) Emergency nanny service Parents room	Approximately 80%	Paid at full salary from day one of return	Promotions, pay reviews and bonuses all still take place regardless of the person being on parental leave.	Yes 4 weeks paid secondary carer leave; able to be taken flexibly in the 12 months after baby/child joins family. No service requirements.	Firm policy, applies to all permanent staff.	Yes, policy is on our intranet. HR Managers also make policy available when anyone announces they are expecting a new family member.

Firm	Any enhanced parental leave payments <u>above</u> statutory minimum entitlements for primary carers. If so, how much does the firm top-up and for how many weeks?	Any conditions associated with the enhanced payments?	Any clawback associated with the enhanced payments?	Timing of enhanced payments and what salary is it calculated on?	Any minimum service requirements for enhanced payments? If so, what is the minimum tenure?	Other benefits/ support provided both during pregnancy, during parental leave, and on return to the workplace?	Percentage of legal staff returning to work after parental leave with flexible hours?	How is annual leave treated in relation to parental leave?	Approach to promotion, pay reviews, bonuses, and the salary the employee will return to?	Any paid partners/ secondary carers leave offered? If so, how much, for how many weeks and any conditions associated with payment?	Are enhanced entitlements contractual or discretionary in nature?	Is info readily accessible to all staff?
						Parents network and external speakers etc Continuation of benefits like mobile phone allowance and wellness allowance during parental leave.						
Simpson Grierson	Yes. <u>Permanent employees</u> are entitled to enhanced payments of up to 26 weeks' full pay top up of Govt pay to full salary. Primary carers taking parental leave <u>after</u> the first 26 weeks (ie sharing parental leave) are eligible to 12 weeks' full pay. Adoption/ Whāngai leave of three months' full pay is given to employees who give birth and whose child is adopted out or who enter into a Whāngai arrangement with whanau.	Bonded to the employer for a total of twelve months' service. If the employee does any work while receiving the enhanced payment, it is deemed payment for the work completed.	Employee will be required to re-pay a lump sum of net amount of any enhanced payment if they do not return to work after parental leave, or do not complete twelve months' continuous service.	Employees have three options of how and when they receive their payment: (a) 26 weeks' paid in the usual fortnightly cycle OR (b) 50% of the payment at the time the employee goes on parental leave, and 50% 3 months after they return to work OR (c) 100% of the payment 3 months after they return to work.	Permanent employees eligible on completion of 1 years' service. KiwiSaver employer contributions - no service requirements.	Flexible working options. Access to return-to-work coaching.	Estimate approx more than 80%.	Annual leave accrues at normal pay (ie greater of ordinary weekly pay or average weekly earnings).	Promotions, pay reviews and bonuses are assessed as if the employee was working for the duration of their parental leave.	Yes. Two weeks' paid partner's leave. Also see the first column with regards to the entitlement to primary carers taking parental leave <u>after</u> the first 26 weeks.	Contained in policy.	Yes. Policy is on our company-wide intranet.
Tompkins Wake	Did not respond											
Turner Hopkins	Did not respond											
Wilson Harle	Did not respond											
Wynn Williams	Did not respond											

