Firm	Does your firm have any enhanced parental leave payments above statutory minimum entitlements for primary carers? If so, how much does your firm top-up the employee and for how many weeks?	Are there any conditions associated with the enhanced payments?	Are there any clawback provisions associated with the enhanced payments?	What is the timing of enhanced payments and what salary is it calculated on?	Are there any minimum service requirements for enhanced payments? If so, what is the minimum tenure?	Are there any other benefits/support provided both during pregnancy, during parental leave, and on return to the workplace?		How is annual leave treated in relation to parental leave?	What is your approach to promotion, pay reviews, bonuses and the salary the employee will return to?	Do you offer any paid partners/secondary carers leave? If so, how much, for how many weeks and are there any conditions associated with the payment?	Are your enhanced entitlements contractual or discretionary in nature?	Is your information on parental entitlements readily accessible to all staff?
Anderson Llyod	No change in policy from 2022.											
AJ Park	No response - refer to 2022 answers.											
Anthony Harper	Eligible primary carers will receive a top up of any difference between the Government funded primary carer leave payments and their current salary for up to 26 weeks	No.	Primary carers will be bonded for a period of 12 months, starting from the date the primary carers parental leave ends and they return to mahi. The value of the bonded amount will diminish on a pro-rata basis over the 12-month period	Paid as part of the normal fortnightly payroll. Payments are at employees ordinary hourly rate, subject to tax.	To receive primary carer payments, the primary carer must have been employed by Anthony Harper on a permanent basis for at least 12 months on the expected date of birth or on the date when they begin caring for the child.	Flexible working As an enhancement to legislative requirements Anthony Harper pays annual leave at an employee's full rate on return from parental leave. Anthony Harper will continue to pay the full KiwiSaver employer contributions for up to 52 weeks whilst the primary carer is on parental leave. Keeping in touch hours.	80%	As an enhancement to legislative requirements Anthony Harper pays annual leave at an employee's full rate on return from parental leave.	in the same way as if the employee	Yes, partners who meet the 6-month government eligibility criteria will receive 1 weeks paid leave and those who meet the 12 month government eligibility criteria may take up to 3 weeks paid leave at the employee's ordinary hourly rate, subject to tax.		company wide intranet
Bell Gully		with the firm for six months or more prior to the expected delivery date or date they will assume care of the child	parental leave, they are required to		A minimum of 6 months continuous service or 6 months continuous service since returning from a previous period of parental leave.	Flexible working options	23% of legal staff returned to work with a flexible working arrangement in place			continuous service.	They are set out in the policy and are not discretionary.	Yes is it readily available to staff on our firm intranet.
Buddle Findlay	are entitled to receive 26 weeks of paid Buddle Findlay parental leave based on their ordinary salary at the time of leave being taken.	the employee or their spouse/partner becomes the primary carer of the child. For the non-primary		Paid parental leave will be paid fornightly for the 26 weeks, at the rate of the salary the employee receives immediately prior to the commencement of their parental leave (or top up to this amount).		Tailored and specialised sessions with an independent coach for the employee and their supervisor (given separately) to provide support and insights around the transitions experienced through the parental leave life cycle. These sessions occur prior to, during and after returning from parental leave.  - Access to externally provided platform that includes resources, webinars, and general support for parents.  - Budget relief for our legal staff on their return to help ease the transition back to work.  - Employer KiwiSaver contributions will continue to be paid for the duration of the paid and unpaid parental leave.  - Annual leave paid at full rate on return from parental leave.  - Full cover of the employee's Southern Cross health insurance will continue while on paid parental leave and any additional contribution/ top-up the employee makes can be covered by the firm during the unpaid portion of leave (and will be repaid by the employee upon their return).  - Refresher systems and technology training.  - Creation of a leaving and returning to work plan with the supervisor and the People and Culture team.  - Any employee who has additional benefits will retain these while on parental leave.  - Parent network (BF Whanau Connect) to help foster connections in the workplace for parents.	returned from parental leave in the last two years (since the last survey), approximately 58% returned with formal flexible hours however we also have a flexible work policy that applies to all employees and may have been utilised without a formal arrangement in place.	t t	Promotions, pay reviews, and bonuses are evaluated in line with the rest of the firm. They are treated as if the employee was working for the duration of their parental leave.	Yes. Partners may take four weeks' Buddle Findlay paid partner's leave during the first 24 months of a child being born (or adopted, as applicable). If the partner then assumes the role of primary caregiver within the first 24 months, they may take the remaining 22 weeks of paid parental leave. If both parents are employed by Buddle Findlay, both are eligible for Buddle Findlay, both are eligible for Buddle Findlay paid parental leave at the time they assume the primary care of the child (this would be at separate times).		Yes. Policy is accessible on our firm intranet and externally on the Crayon register.
Chapman Tripp	either: topped-up to full pay for 26 weeks; or topped-up to half-pay for 52 weeks or; an alternative	pregnant via surrogacy or assuming the responsibility for the care, developing and upbringing on a child under 6. Employees are also eligible for parental leave benefits for subsequent	Tripp's employment within 12 months of returning to work, they are required to reimburse the top-up payments on a pro- rata basis. After each subsequent three- month service increment following parental leave, the value of the repayment required is reduced by 25%.	commencing parental leave. Any changes to an employee's salary while on parental leave will be reflected in		A one-off KiwiSaver contribution that would have otherwise been received during the extended leave period of parental leave. Paid on return to work. Continued access to staff benefits including health insurance, wellbeing allowance, EAP, staying connected through emails, systems, team and firm activities and events (if the employee wishes). Support from People & Culture to discuss any questions around parental leave. A dedicated employee and manager guide to support the transition to and from work. Dedicated parent rooms for breastfeeding or expressing with cleaning facilities, changing tables and storage. Enhanced Keeping in Touch Hours programme – receive payment for KIT hours after week 27. Up to 5 days paid leave for fertility treatment (for primary and secondary carers). Additional 5 days bereavement leave in the event of a miscarriage or stillbirth.		Annual leave continues to accrue while on parental leave and is paid at full value following return to work.	Parental leave does not impact eligibility to be considered for promotion, performance and/or remuneration reviews whilst on leave or following return to work.	Ves, 4 consecutive weeks of paid leave. Up to 5 days paid fertility leave. Up to 5 days bereavement leave in the event of a miscarriage or stillbirth.	Outlined in our parental leave policy.	Yes – available on our policies site through our Intranet. The People & Culture team are also available to discuss any questions.
Denham Bramwell	No.	NA	NA NA	NA	NA NA	NA NA	100%	Accumulates.	Same as all other staff.	No.	NA	Yes.

Eirm	Does your firm have any	Are there any conditions associated	Are there any clawback provisions	What is the timing of enhanced	Are there any minimum service requirements for	Are there any other handits (support provided both	What percentage of legal staff	How is annual leave treated in	What is your approach to	Do you offer any paid partners (secondary	Are your enhanced entitlements	Is your information on
Firm		with the enhanced payments?	associated with the enhanced	payments and what salary is it	enhanced payments? If so, what is the minimum	Are there any other benefits/support provided both during pregnancy, during parental leave, and on return to		relation to parental leave?	What is your approach to promotion, pay reviews, bonuses	Do you offer any paid partners/secondary carers leave? If so, how much, for how many	contractual or discretionary in	parental entitlements
	payments above statutory		payments?	calculated on?	tenure?	the workplace?	parental leave with flexible		and the salary the employee will	weeks and are there any conditions	nature?	readily accessible to all
	minimum entitlements for						hours?		return to?	associated with the payment?		staff?
	primary carers? If so, how much does your firm top-up the											
	employee and for how many											
	weeks?											
Dentons Kensington Swan	leave (continuous 26 week period) if they	One of the conditions is the tenure of employee with the Firm. The employee		amount equal to the difference	Employees are required to be employed for an average of a minimum of 10 hours a week in the	During pregnancy: Provided with a carpark when visiting the office check-ins scheduled between the employee and HR to discuss	When returning from parental	Annual leave will accrue during the period of parental leave. After		Dentons recognise the importance for all parents to bond with the child following the	Discretionary, however detailed and in our parental leave policy.	Yes, new joiners are able to access our parental
	are the "primary carer" and have employed as an employee for an average of at least	must be employed for an average of 10		between the employees' base salary	12 months immediately before the baby's expected	what support they may require leading up to parental leave and to discuss and confirm the leave types (primary leave, annual leave	leave, employees can choose	returning from parental leave, annua	and pay reviews while on parental	birth or adoption and to provide support to	and in our paromar loave policy.	leave entitlements via
	10 hours a week in the six or more months	hours a week in the 12 months before the baby's expected due date or the		leave) and the gross amount paid to		and extended leave) that will be taken over the duration. Following the birth, the employee will be couriered a meal hamper	first two months with the	will be paid at their ordinary weekly		primary carers are eligible for five weeks paid		Crayon, New Zealand Parental leave Register
	due date or the date they take over permanent primary responsibility for a child	date they assume the responsibility of		them under the Government's parenta leave payment scheme. The Firm will		delivery from the Firm.	support of their Supervising Partner/Manager and the Firm	pay (which takes into account the employee's gross earnings in the fou	going on parental leave (provided	leave, which can be taken up to 21 days before or up to one year following the		https://www.gocrayon.com /register.
	under six.	and dater of a crima under six.		make top-up payments for a		During parental leave: There are scheduled check-ins between the employees' Partner/Manager and the employee.	This goes both for the primary	weeks prior - see section 8 of the	months of the relevant financial year	expected birth of the child or adoption date.		
	At Dentons Kensington Swan, all eligible primary carers are entitled to the Firm's			continuous period of up to 26 weeks at commencement of parental leave,		Prior to returning from parental leave, employees can nominate how they want to work for the first two months with the support of	carer and the partner. Prior to returning to work, HR will mee		(i.e., 1 January – 31 December) and meet the criteria set out in the	Employees can choose to take the leave in parts or in one consecutive period.		Internally there is a section on our intranet used as a
	Parental leave payments (top-up payments). The Firm will make Top-up			paid in monthly instalments in accordance with the Firm's usual pay		their Supervising Partner/Manager and the Firm. This goes both	the employee to discuss hours days and working from home	5,	Bonus policy. Any bonus payments for the employee are prorated for	Paid Partner's Leave is instead of an not in		sole hub for information on the Firm's policy. This is
	payments of an amount equal to the difference between the employees' base			cycle which is processed on the 15 <sup>th</sup> o	r	HR will meet the employee to discuss hours, days and working	option to provide flexibility.			addition to any statutory entitlement.		referred to the "Parental
	salary (at the time they commence parental leave) and the gross amount paid to them			every month.		from home option to provide flexibility. Return to the workplace:						Leave Toolkit" internally and it includes details on
	under the Government's parental leave payment scheme.					Budget relief: On return from primary carer leave, Lawyers are provided with one month budget relief to allow them to find their						the policy and eligibility, applying, a top-up
	Dentons Kensington Swan will make Top-					feet as they transition back into the workplace.  There is an orientation schedule arranged for the returning						payment calculator and
	up payments for a continuous period of up to 26 weeks at commencement of parental					employee, which includes refresher trainings on IT, recording time on the relative programmes to their duties and any additional						additional information that is useful for the employee
	leave, paid in monthly instalments in accordance with the Firm's usual pay					sessions that may be of use to the employee to refamiliarize						to guide them through the
	cycle. Any work performed during the 26 week period (such as Keeping in Touch					themselves with their work. Upon the first week of the employee returning, a member of the HR team will meet with the employee to						process.
	days, which is time used for the employee and the firm to connect) will be paid in					discuss their transition back into the workplace. At this point, the employee can raise what additional training or support would be						
	addition to the top up payments.					useful to get back onto their feet.  In addition to the above, employees have the option to choose from						
	In addition, Part-time employees will					a list of diverse mentors at Dentons (usually employees that are						
	receive the same parental leave payments, pro-rated according to their hours of work					parents) they will have the opportunity to meet and discuss their return.						
	prior to going on parental leave. Payments will be reduced proportionately if less than					There are also facilities in the office for employees who wish to breastfeed and employees are entitled to breaks in which to carry						
	26 weeks' parental leave is taken.					this out in addition to standard rest and meal breaks.  An external coach is available to support the return to work.						
						All external coder is available to support the retain to work.						
DLA Piper	No change in policy from 2022		<u> </u>							+		
5211.ps.												
Duncan Cotterill	Duncan Cotterill offers eligible Primary Carers up to 26 weeks	To receive paid Primary Carer leave from Duncan Cotterill, employees must				Employees who are entitled to Duncan Cotterill-paid Primary Carer leave receive a self-selected care package				Duncan Cotterill offers eligible Partners up to 4 weeks of paid leave at 100% of their	To receive paid Partner leave from Duncan Cotterill, employees must	
	of top-up payments to 100% of	meet the following conditions:	returning, they are required to pay back	base salary immediately prior to	36 months or more of service: 26 weeks top up of	for 2 weeks after their child's arrival and for 2 weeks	Cotterill, depending on the role	became entitled whilst on parental	leave. We do not discount salary or	normal salary, depending on tenure: 12-23	meet the following conditions:	parental leave policy on
	their base salary depending on tenure.	They are permanent full-time or	the salary top-up.	commencing leave and will be paid at normal pay periods.	salary.	upon their return to work from parental leave. Options include: Supply of nappieS, Paid cleaner, Supply of	majority of parents who have	average weekly earnings or ordinary	parental leave. In terms of	months of service: 2 weeks 24-35 months of service: 4 weeks	permanent part-time;	the firmwide intranet for all employees to access. We
		permanent part-time; They have worked at Duncan Cotterill				prepared meals.	returned have elected to come back on reduced hours/days.	weekly pay rate.		Payments are made in line with regular payroll. Employees must take this leave in 1	They have worked at Duncan Cotterill for 12 months or more	also publish our policy information on Go Crayon,
		for 12 months or more continuously					Work-from-home options are		their first few years of working as a	block unless otherwise agreed with their	before their child's expected arriva	al a publicly accessible
		before their child's expected arrival date: and					also available.		solicitor, given the steep learning curve, we do look at that as part of	manager.	date; and They are the Partner of a Primary	parental leave register.
		They must be the Primary Carer as							our process and consider promotion	1	Carer.	
		defined in the Parental Leave and Employment Protection Act or have							the following year. Typically though, for promotions to associate and			
		primary responsibility for the day-to-day care of the child in the child's first 12	'						above, we would not approach any differently for those who have been			
		months of life when the child's other							on parental leave against those who	,		
		parent has returned to work. This covers a child welcomed by:							have not. For any employee on parental leave, we consider and			
		Birth; or Taking permanent responsibility for a child under the age							review their salary equally to their			
		of six (e.g., adoption, surrogacy,							peers and measure their performance for the time that they			
		permanent care through Oranga Tamariki and whangai).							were at work.			
		ramanki and whangar).										
Fee Langstone			If the employee leaves the firm within			Caregivers are invited to firm-wide social events. Check-		Annual leave is accrued whilst the		We offer payment of their usual weekly	Discretionary. Parental leave	Yes, the policy is on our
	the difference between the		12 months of their return we may ask them to re-pay the second part of their			ins. EAP for all employees. Mentor support on return. Part time and flexible work options may be arranged on	building up their hours with time.	caregiver is on leave and is paid out at full rate on return.		salary for 6 weeks should they wish to take t leave, provided they have been with the firm	entitlements are outlined in our Parental Leave Policy not in	firm-wide intranet.
	and the primary caregivers usual	top-up payment. The top-up payment to	top-up payment.	top-up payment. The top-up	primary caregiver and has been at the firm for less	return.	diffe.	at full fate of fetuni.	which point in the review process	for 3 years or more. We will pay their usual	individual employment	
	weekly salary for the first 12 weeks of the leave period. If the	the primary caregiver will be paid in two equal payments, the first at the		calculation is based on the salary of the caregiver at the time they take	than three years then the firm will pay their usual weekly salary for 4 weeks.				parental leave is taken. If the employee has missed an annual	weekly salary for 4 weeks if they wish to take leave, otherwise.	agreements.	
	employee who wishes to take leave is the partner of a primary	beginning of the parental leave, the		leave.					review whilst on parental leave, they			
	caregiver, the firm will pay the	accond upon return.							will be reviewed on return to the office.			
	partners usual weekly salary for 6 weeks.											
Gilbert Walker	We top up the Governments	No.	No.	Dated from when carer goes on	No.	At partners discretion.	100%.	Annual leave still accrues.		Yes, two weeks and flexibility on return to	Discretionary	We do not have anything
	primary carer parental leave rate to the GW salary for the 26 week			parental leave for 26 weeks. Calculated on current salary						work (at partners discretion).		set out in writing but staff are informed once the
	period			alata on ounon salary								matter is raised.
Glaistor Ennor	No response											
GreenwoodRoche		Yes, the top-up is only available to those who have been employed for at	See above - the top-up must be repaid if the employee does not return to work or			Legislation provides that a pregnant employee can take up to 10 days' special leave for reasons connected to the		Employees accrue annual leave while on parental leave. We pay all		y Yes, we offer two weeks paid 'partner parental leave'.	We have a written policy which covers these enhanced	Yes, it is available on our Intranet.
	salary, less the gross fortnightly	least an average of 10 hours per week	having returned, resigns within 6	less the gross fortnightly amount that	per week in the 12 months immediately preceding	pregnancy (e.g. antenatal appointments, scans, morning	parental leave come back full	annual leave taken after a period of	leave over a salary review period	ľ	entitlements.	
		in the 12 months immediately preceding the expected date of delivery, or	months.	the IRD confirms it will pay during thei period of government paid parental	the expected date of delivery, or assumption of responsibility for the care of the child.	sickness). Under the legislation this leave is unpaid. We recognise that pregnant employees may need to attend	time or part time and the number of hours. Our	parental leave at full salary/hourly rate (we do not use the 'parental	are performed regardless of the fact that they are on leave.	1		
	government paid parental leave.	assumption of responsibility for the care of the child. The top-up must be repaid		leave. The payments are made		appointments, or be late for work if they are feeling	returning employees have all elected to return part time (at		The same approach applies to			
	pay una top-up for 20 weeks.	if the employee does not return to work		fortnightly (on our usual payrun dates) from the date the employee goes on		long as there is open communication on both sides,	least initially).		consideration of promotions -			
		or, having returned, resigns within 6		leave (or if they elect to take a period of annual leave first, from the date tha	,	employees may attend pregnancy-related appointments during working hours without deduction of pay.			employees on parental leave will still be considered for promotions	"		
				annual leave period ends) for the	]				regardless of the fact that they are			
				duration of the 26 weeks. If the employee wishes, we are able to		We continue to pay an employee's base health insurance cover (if they have elected to become a member of our			on leave.			
				spread the top-up payments over a		corporate health insurance scheme with Southern Cross)						
				longer period (for example if the employee chooses to take 52 weeks		during the period of parental leave. We also continue to pay an employee's 'Gym/Wellbeing' allowance during that	t					
				leave we could make smaller fortnightly payments over the longer		period, and maintain other relevant employee arrangements such as the cost of their membership of						
				period).		our corporate mobile phone plan.						
Haigh Lyon Lawyers Limited	No.	NA	NA	NA	NA	When staff member wishes to return they can choose their days and hours	100%	Annual leave is paid out on start of parental leave and accrues as per	They are on the same career course they were on before leaving	No No	NA	NA
						also days and nouis		government guidance	andy word on before leaving			
Harmos Horton Lusk	No response											
·						<del>-</del>						

Eirm	Does your firm have any	Are there any conditions associated	Are there any clawback provisions	What is the timing of enhanced	Are there any minimum consider requirements for	Are there any other benefits/support provided both	What percentage of legal staff	How is annual leave treated in	What is your approach to	Do you offer any paid partners/secondary	Are your enhanced entitlements	Is your information on
rim	enhanced parental leave	with the enhanced payments?	associated with the enhanced	payments and what salary is it	enhanced payments? If so, what is the minimum	during pregnancy, during parental leave, and on return to		relation to parental leave?	promotion, pay reviews, bonuses	carers leave? If so, how much, for how many	1	parental entitlements
	payments above statutory minimum entitlements for primary carers? If so, how much does your firm top-up the employee and for how many weeks?		payments?	calculated on?	tenure?	the workplace?	parental leave with flexible hours?		and the salary the employee will return to?	weeks and are there any conditions associated with the payment?	nature?	readily accessible to all staff?
Hesketh Henry	of salary; for up to 18 weeks for qualifying staff, based on tenure	returning to work following parental leave, then the employee may be required to repay the top-up amount or a pro-rated basis.	If the employee leaves employment with Hesketh Henry within a year of returning to work following parental leave, then the employee may be required to repay the top-up amount on a pro-rated basis.	made during the first 26 weeks of parental leave (the payments top up the government subsidy so the	An employee must have been employed for a minimum of 12 months	Carpark is offered during pregnancy. Flexible working options	100%	Annual leave accrues as normal during parental leave and is calculated on the basis of an employee's average weekly earnings of their return from parental leave.	Promotions, pay reviews and bonuses are assessed as if the employee was working for the duration of their parental leave.	Parental leave entitlements are contained in our Workplace policy.	Yes, the policy is held on our intranet.	
Hudson Gavin Martin	Top up to full salary for up to 18 weeks.	Minimum tenure requirements (as detailed below). Must have been at least 12 months since returned from last PL.	Yes. If the employee doesn't return from PL or leaves HGM within 12 months of returning from PL, then any top up payments must be repaid on a pro-rated basis (e.g., if the employee leaves after 6 months, then 50% of the total value of any top up must be repaid).	PL. Calculated on salary applicable prior to going on PL.	Permanent employee with minimum 12 months continuous service.	Benefits (e.g., health insurance) continue throughout PL period.  Continued access to work provided devices to be able to continue to keep in touch with the team and what's happening within the firm (optional). Included in all social events (optional). Return to work transitions (e.g., reduced hours during transition) are managed on a case by case basis.	work after PL in the last 3 years, 100% have returned with flexible hours.	Annual leave is paid at the full value (i.e., not the average earnings which may be lower than ordinary weekly pay).		Yes. Four weeks for permanent employees with minimum 12 months' continuous service	Discretionary	Yes.
James and Wells		the policy applies to all staff who are y employed on a permanent basis (full- time or part-time) and will have worked with us for 12 months or more before the expected due date. This is for staff who are expecting a child by birth or taking permanent responsibility for a child in line with legislative criteria.	payments are bonded for 12 months from the date they return to work. Repayment is calculated as a pro-rata based on the length of service following	parental leave unless agreed otherwise. We top-up to full pay (including KiwiSaver contributions) for	Staff must have worked with us for 12 months or more before the expected due date.	es – they may attend pregnancy related appointments during working hours without loss of pay (up to 2 hours per appointment with prior approval) and may utilise sick leave or make time up if additional time is required. Continued access to email and our systems. May retain any work provided phone/laptop during parental leave, and any connectivity allowances/mobile phone plans will be maintained. May attend any firm and social events. KIT Days. Flexible working arrangement on return and they may apply for additional flexible working arrangements, reviewable after 12 months.	1	Annual leave is accessible during periods of unpaid parental leave and is paid at the higher of Average Weekly Earnings or Ordinary Weekly Pay (during and after parental leave).	reviews and promotion opportunities during the usual review and promotion period.	Partners/secondary carers are entitled to two weeks of paid leave.	Discretionary - these are provided in a parental leave benefits policy, available to all permanent staff.	Yes, this is available on our Intranet, and provided to staff as part of discussions around future parental leave.
Lane Neave	We provide the following salary top-ups for primary caregivers - sweeks after 1 years continuous service - 14 weeks after 24 months continuous service - 18 weeks after 36 months continuous service.	Not beyond the service condition.	No.	Paid as part of the normal fortnightly payroll. Payments are at employee's ordinary hourly rate, subject to tax.	Yes, refer to earlier answer.	Flexible working options before leave and on return, Carparking for pregnant employees if required, Kiwisaver continues during period of top-up, Continued remuneration review during period of leave, Continued promotion review during period of leave, Continued promotion review during period of leave, Continued engagement and access during leave, as per employee's preference, Reduced budget expectations for three months after returning to work, Annual leave entitlements when returning from parental leave are paid at full ordinary value, Up to two weeks of paid "Whanau leave" to use in the first 24 months after returning to work – for Primary carers and Partners.		Annual leave entitlements when returning from parental leave are paid at full ordinary value,	Promotions, Pay reviews and bonuses are assessed as if the employee was working for the duration of their leave.	Yes, in addition to up to two weeks of unpaid leave (as per government criteria), they can also access up to two weeks of paid "Whanau leave" which they can use at the time of the birth, or anytime during the child's first 24 months.	IEA's, entitlements are set out in written policy, therefore effectively contractual. Payments made are	Yes
Lee Salmon Long	LeeSalmonLong has introduced a parental leave policy which provides for enhanced parental leave payments above statutory minimum entitlements for primary carers, and a paid period of leave for secondary carers. The details of the policy are commercially sensitive.											
Lowndes Jordan Martelli McKegg	No change in policy from 2022.	N/A	N/A	N/A	No	No	100%	In accordance with statutory	In accordance with the statutory	No	N/A	No
Mayne Wetherell	Primary Carers: In respect of any period of parental leave taken as a Primary Carer during the first six months of becoming a parent: up to 26 weeks of top-up payments to 100% of their base salary	parent of a child less than 6 years old (whether by birth, adoption or otherwise) is eligible. Employees have 12 months from the arrival of their child to take this leave. Generally, parental leave should be taken in blocks rather than incrementally.	parental leave payments received from Mayne Wetherell.	regular payroll. Mayne Wetherell will consider alternative arrangements on a case-by-case basis to suit the needs of each employee.  Payments are based on the employees base salary	The parental leave policy applies to employees who have worked at Mayne Wetherell for 24 months or more continuously before their childs expected arrival date.	Mayne Wetherell supports employees going on parental leave by providing. Parental leave policy documentation, General flexible working arrangements, in addition to other types of leave, and without taking anything away from its general flexible working policy. Mayne Wetherell: Extends the statutory entitlement of 10 days of unpaid special leave for fertility retament (regardless of gender). Support During Parental Leave: Kindsware - Mayne Wetherell makes Kindsware employer contributions equivalent to what the employer would have received during all parental leave (praid and unpaid). Benefits: Employees on parental leave (paid and unpaid). Benefits: Employees on parental leave, Continued access: If the employee wishes, they can have continued access to emails and systems, work phone and work lapton. Parental leave. Confinued access to emails and systems, work phone and work lapton. Parental leave to Mayne Wetherell will be supported toy, and work with, the firm to determine appropriate reintegration arrangements. Specific arrangements will be determined an easily-case basis and may include a graduated return (ramping up from part-lime to full-time) or other flexible working conditions in line with its general flexible working policy. Flexible working arrangements: As a general principle, employees at Mayne Wetherell are permitted to work from home on any day, provided that they regularly spend al least 3 days a week in the office. Formal flexible working arrangements will be determined not case. Capue Wetherell and particular employees and may relate to hours or days of work and/or place of work. Annual leave: Mayne Wetherell and particular employees the injert of their averag		requirements  Employees continue to accrue annual leave while on parental leave.	promotion, performance reviews, remuneration reviews and bonuses while they are on leave or on their return.	Mayne Wetherell offers eligible partners 4 weeks of paid leave at 100% of their base salary  This is in addition to any statutory unpaid partner leave, i.e. employees could take 4 weeks of paid partner leave and 2 weeks of unpaid partner leave if they meet the eligibility criteria.  Employees have 3 months from the arrival of their child to take this leave, and generally, it should be taken in blocks rather than incrementally.	Parental leave entitlements are stated in Mayne Wetherells parental leave policy rather than the employees contracts, so are discretionary.	Yes, all staff can access the parental leave policy on Mayne Wetherells intranet site. In addition, all staff are made aware of their general leave entitlements by way of updates at firm meetings.
McVeagh Fleming	No.	No.		No.	No.	KIT days, invites to team and social functions, flexible working options, a dedicated Parent's Portal on our tranet, day 1 welcome back and reboarding programme to support a return to work.	100% (calculated over last 24 months)	earnings over the last 12 months at		No. Statutory entilements only.	N/A	Yes available on our intranet.

Firm  Meredith Connell	enhanced parental leave payments above statutory minimum entitlements for primary carers? If so, how much does your firm top-up the employee and for how many weeks?  Yes, MC tops up the capped government payments to 100 per	Are there any conditions associated with the enhanced payments?  Yes, employees must be eligible for and receiving the parental payments from the government. The top-up payments are also bonded.	Are there any clawback provisions associated with the enhanced payments?  Yes, if employees do not return or return for a period of less than six months, they will be required to repay the amounts.	payments and what salary is it calculated on?  The enhanced payments are paid in	Are there any minimum service requirements for enhanced payments? If so, what is the minimum tenure?  Employees must have completed 12 months of working at the firm.	Are there any other benefits/support provided both during pregnancy, during parental leave, and on return to the workplace?  We offer flexible working options including a phased approach to return to work (gradual increase of hours), return to work support/coaching services, emergency childcare services paid for by the firm, dedicated parents room, parents support group, ongoing employee benefits such as Kiwisaver, EAP/private counselling sessions covered by the firm, firm/leam or training events, and a gift on babys arrival.	What percentage of legal staff returning to work after parental leave with flexible hours?  All staff are offered the opportunity for a gradual return to work. 100 per cent have returned with flexible hours.	relation to parental leave?	What is your approach to promotion, pay reviews, bonuses and the salary the employee will return to?  There is no change as they are still employees, they are assessed as though theyre working.	carers leave? If so, how much, for how many weeks and are there any conditions associated with the payment?  Yes, two weeks paid partners leave. Employees must have completed 12 months of working at the firm.	Are your enhanced entitlements contractual or discretionary in nature?  The enhanced entitlements are outlined in our Parental Leave Policy and are therefore discretionary.	Is your information on parental entitlements readily accessible to all staff?  Yes, the policy is on our intranet which can be accessed by all employees.
MinterEllisonRuddWatts	their salary. In place of the statutory 2 weeks of unpaid Partner leave, MinterEllisonRuddWatts offers eligible Partners 2 weeks of paid leave at 100% of their normal pay.	Employees who are permanent full-time or part-lime. Employees who meet the government eligibility requirements to qualify for, and take, Primary Carer Leave or Partner Leave. Employees who have worked at MinterEllisonRuddWatts for an average of at least 10 hours a week for at least	work, or return only for a short period of time, MERW Leave Payments they have received from us will need to be repaid. They will be required to repay part or all of the MERW Leave Payments if: they do not return to work after their period of parental leave, or they do not remain employed by us for a continuous period of 52 weeks after returning from a period of parental leave. In these circumstances, if they have received the full 26 weeks of MERW Leave Payments, the amount they need to repay will be pro-rated based on how much they have worked in the 12-month period after their period of parental leave.	Payments, they will receive 26 weeks' pay (calculated at their ordinary weekly earnings), less any Government paid parental leave to which they are entitled. This is paid once the employee has finished any annual leave they intend to take.	continuous employment (working an average of at least 10 hours per week) with our firm prior to taking Primary Carer Leave for a first child. To be eligible for MERW Leave Payments in relation to second and subsequent children employees must,	While they are on parental leave, employee entitlements to firm benefits (such as a mobile phone or health insurance) will continue. Any carparking allowances will recommence once their return to work after parental leave. Lawyers receive target budget fee relief to help	36% of legal staff return to work with flexible hours who remain on flex hours. There's a higher percentage of legal staff who return on flexible hours but then have increased	Employees continue to accrue annual leave while on parental leave, as long as they return to their job.	Their salary will be reviewed in the usual review cycle, as provided for in their employment agreement. They will also be considered for any promotions they are eligible for while on parental leave.	partner leave payment provided that they: are a permanent employee of MERW (whether	Discretionary.	Yes, it is providde on our internal web page.
Morris Legal	No response											
Morrison Partners	No response											
Rice Speir Russell McVeagh	No response No change in policy from 2022						83% (an increase from 80% in 2022).					
Simpson Grierson Tompkins Wake	No change in policy from 2023  •Top up of the Government payment for 26 weeks.  •Full Kiwisaver continuance while on Parental leave	-Bonded for 24 months	-Pro rata repayment of salary top-up if staff member leaves within 24 months of return to work		•Must have been employed for 12 months prior to going on Parental leave	-Time off for medical appointments, scans etc -EAP Program (including access for whanau) -All firm wide emails and communications -Invitation to all CPD sessions/programs -Keeping in touch days -Invitations to firm wide social events and celebrations -Firm gifts etc (Christmas, Easter) -Up to 5 days paid leave for fertility treatmentAdditional 5 days paid bereavement leave for miscarriage/ still birth	-All staff return with a graduated return to work program which includes flexible working options -Lawyers return with a reduced budget/targets which are gradually increased over their first 3 months returning to work	*Annual Leave continues to accrue as normal and is available to be taken on return to work at the full value and is not pro-rated.	*There is no change to our standard approach, Tompkins Wake continues to promote and increase salaries of all staff on parental leave in line with their usual cycle (i.e. as if they were working during their parental leave). We believe strongly that this is imperative and work to ensure no member of our firm is disadvantaged while on parental leave	•Up to 5 days paid leave for fertility treatment. Additional 5 days paid bereavement leave for miscarriage/ still birth	•Not contractual but applied and available to all staff	Yes, via our firmwide intranet
Turner Hopkins Webb Henderson	No response.  Yes. We offer eligible primary cares 26 weeks of top-up payments to 100% of their salary. This means employees will receive the difference between the maximum government-paid parental leave payment per week and their salary from Webb Henderson	No.	No. If employees choose not to return from parental leave, they are not required to pay back the additional parental leave.	Payments are made in line with regular payroll (monthly) and are based on the employees current salary	Yes. Employees must have worked at the firm for 12 months or more continuously before their child's expected arrival date.	treatment. The firm makes KiwiSaver employer contributions for the duration of all parental leave (paid	Of the legal staff who have taken parental leave in the past 5 years as primary carer, 80% returned with flexible hours.	Employees continue to accrue annual leave while on parental leave. The firm pays employees the higher of their average weekly earnings or ordinary weekly pay when they take annual leave after returning from parental leave.		Yes, we offer eligible partners up to 10 weeks of paid leave at 100% of their salary. 4 weeks can be taken flexibly and an additional 6 weeks that can be taken if they assume the primary carer role.  Payments are made in line with regular payroll. Employees have 12 months from the arrival of their child to take this leave.	They are included in a formal policy.	Yes, the policy is on our firm intranet which is accessible to all staff.
Witson Harle Wotton Kearney		Available for permanent employees who have been employed for 12+ months. Primary / secondary careers as defined by the PLEP A. A minimum of 12 months' paid employment between entitlements.	No.	Employees can opt to receive top up payments at full rate for 18 weeks, or half rate for 36 weeks. Based on current salary.	12 months.	Our Parental Leave Information Pack provides a range of resources and advice for expectant parents. In addition, we provide flexible working arrangements under our FLEX policy, career coaching, car park access, access to EAP services, and keeping in touch events.	flexible arrangements include reduced or flexible hours as		There is no change to these processes – everyone is included including those on leave.	Yes, 2 weeks leave for those who have completed at least 12 months' continuous service. Must have completed a minimum of 12 months' paid employment between entitlements.	These are set out in our Parental Leave Policy, and accompanying Parental Leave Information Pack.	publicly on the crayon
Wynn Williams	No response											