

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?	What percentage of legal staff returned to work after parental leave with flexible hours?	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.	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 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.	Parental leave entitlements are outlined within our Parental Leave Policy, not individual employment agreements.	Yes. Policy is on our company wide intranet
Bell Gully	Yes. If a permanent employee is eligible for parental leave under NZ employment legislation, primary carers are eligible to receive up to 26 weeks top up to full salary.	They must have worked continuously with the firm for six months or more prior to the expected delivery date or date they will assume care of the child	If an employee resigns from Bell Gully within 12 months of their return following parental leave, they are required to reimburse the firm on a pro rated basis the total value of the salary top ups	Top ups are part of the normal fortnightly payroll in conjunction with the government parental leave payments so they receive their normal salary for 26 weeks	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	We pay annual leave at the higher of the ordinary or average weekly pay, to ensure there is no impact on these payments	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	We offer 4 weeks paid parental leave for secondary caregivers after 6 months of 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	Yes. All permanent employees are entitled to receive 26 weeks of paid Buddle Findlay parental leave based on their ordinary salary at the time of leave being taken. For an employee who is eligible for Government paid parental leave, the firm paid leave is by way of a topup to the Government paid parental leave. For an employee who is not eligible for Government paid parental leave, Buddle Findlay paid leave is at their full salary.	Leave must be taken within the first 24 months of the birth or the date on which the employee or their spouse/partner becomes the primary carer of the child. For the non-primary carer, the 26 weeks paid leave is dependent on them becoming the primary carer for that period.	No.	Paid parental leave will be paid fortnightly 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).	No minimum service required for Buddle Findlay paid parental leave.	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.	Of the legal employees who 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.	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 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 paid parental leave at the time they assume the primary care of the child (this would be at separate times).	Parental leave policies are formal and not discretionary.	Yes. Policy is accessible on our firm intranet and externally on the Crayon register.
Chapman Tripp	Yes, all permanent employees are eligible to receive top-up payments with the option to be either: topped-up to full pay for 26 weeks; or topped-up to half-pay for 52 weeks or; an alternative arrangement in discussion with People & Culture.	No, the top-up payments are available whether an employee is: pregnant, 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 children, and there is no minimum period required between each period of parental leave. Employees are eligible from day one of their employment with Chapman Tripp.	If a primary carer leaves Chapman 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%. If a primary carer does not return to work, the full value of the top-up payments is to be repaid.	Calculated on the salary at the time of commencing parental leave. Any changes to an employee's salary while on parental leave will be reflected in the value of subsequent top-up or KIT hour payments.	No – eligible from day one of employment at Chapman Tripp.	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.	We do not actively track this metric.	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.	Yes, 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	100%	Accumulates.	Same as all other staff.	No.	NA	Yes.

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Hesketh Henry	HH tops up the capped government payments to 100% of salary, for up to 18 weeks for qualifying staff, based on tenure with the firm: 1 years continuous service (12 – 23 months) – 8 weeks top-up of salary / 2 years continuous service (24 – 35 months)– 12 weeks top-up salary / 3 or more years of service (36 months or more) – 18 weeks top-up salary.	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.	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.	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 received their usual full pay.	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).	80% while on PL, 20% on return from 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.	Of those who have returned to 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).	Employees are eligible for consideration of promotion, pay reviews and bonuses while on PL.	Yes. Four weeks for permanent employees with minimum 12 months' continuous service	Discretionary	Yes.
James and Wells	We pay 18 weeks of top-up payments to 100% of base salary plus KiwiSaver contributions.	the policy applies to all staff who are 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.	Yes – staff receiving the top-up 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 their return.	Payments commence when staff start parental leave unless agreed otherwise. We top-up to full pay (including KiwiSaver contributions) for 18 weeks (this is pro-rated for part-time staff based on their standard hours of work).	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.	100% of legal staff.	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).	Staff are entitled to remuneration 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 - 8 weeks 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 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 additional paid "discretionary leave". Up to two weeks of paid "Whanau leave" to use in the first 24 months after returning to work – for Primary carers and Partners.	In the last 12 months: 100%	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.	Despite not being detailed in our IEA's, entitlements are set out in written policy, therefore effectively contractual. Payments made are also given contractual treatment through payroll.	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	No change in policy from 2022.											
Martelli McKegg	No	N/A	N/A	N/A	No	No	100%	In accordance with statutory requirements	In accordance with the statutory requirements	No	N/A	No
Mayne Wetherell	Mayne Wetherell offers eligible 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 In respect of any period of parental leave taken as a Primary Carer during the second six months of becoming a parent: up to 13 weeks of top-up payments to 100% of their base salary This means employees will receive the difference between the maximum government-paid parental leave of \$754.87 per week and their base salary from Mayne Wetherell.	Subject to minimum service requirements (see below), any employee of the firm who becomes a 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.	If employees do not return from parental leave, they are required to pay back the parental leave payments received from Mayne Wetherell. If employees choose to leave within 12 months of returning from parental leave, they are required to pay back a pro-rated amount	Payments are made in line with 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 child's 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 pregnant employees to both parents and to adoption and surrogacy; and Up to 5 days unpaid leave for fertility treatment (regardless of gender). Up to 5 days paid bereavement leave for a miscarriage or still birth (regardless of gender). Support During Parental Leave: KiwiSaver - Mayne Wetherell makes KiwiSaver employer contributions equivalent to what the employee would have received during all parental leave (paid and unpaid). Benefits: Employees on parental leave also continue to receive: \$500 wellness benefit, Invites to attend social events and are otherwise encouraged to retain social contact with the firm (including at formal and informal firm events) while on parental leave. Continued access: If the employee wishes, they can have continued access to emails and systems, work phone and work laptop. Support Returning To Work: Return to work transition: Employees returning from parental leave to Mayne Wetherell will be supported by, and work with, the firm to determine appropriate reintegration arrangements. Specific arrangements will be determined on a case-by-case basis and may include a graduated return (ramping up from part-time 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 at least 3 days a week in the office. Formal flexible working arrangements will also be considered by the firm on a case-by-case basis with the relevant employee and may relate to hours or days of work and/or place of work. Annual leave: Mayne Wetherell pays employees the higher of their average weekly earnings and ordinary weekly pay when they take annual leave after returning from parental leave.	100%	Employees continue to accrue annual leave while on parental leave.	Parental leave does not affect eligibility to be considered for 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 Wetherell's parental leave policy rather than the employees contracts, so are discretionary.	Yes, all staff can access the parental leave policy on Mayne Wetherell's 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.	No.	KIT days, invites to team and social functions, flexible working options, a dedicated Parent's Portal on our intranet, day 1 welcome back and reboarding programme to support a return to work.	100% (calculated over last 24 months)	Annual leave accrues as normal and is calculated on the average weekly earnings over the last 12 months at the time the employee takes leave.	Promotions, pay reviews and bonuses are assessed as if the employee was working for the duration of their parental leave.	No. Statutory entitlements only.	N/A	Yes available on our intranet.

