

QN #	QUESTION	PG #	COMMENTS
Proposal	Extending paid parental leave entitlement to less regular (or non-standard) employees and employees who have recently changed jobs or experienced gaps in employment		
1	Do you think the scope of the extension of the paid parental leave scheme covers the right workers? Or, do you think it is too broad	20	Yes, the proposed extension of the paid parental leave scheme to capture "non-standard" workers by focusing eligibility criteria on <i>workforce</i> attachment rather than <i>workplace</i> attachment covers the right workers.
2	Do you see an advantage with the Australian model and, if so, why?	21	In addition to needing to have worked an average of at least 10 hours per week over any 26 weeks out of the 52 weeks immediately preceding the expected date of delivery/adoption, a maximum period between consecutive working days could be adapted from the Australian model: ie; no more than a 12 week gap between consecutive working days.
3	Do you think there are other ways of establishing appropriate criteria? Can you identify alternative options to address the circumstances of non-standard workers?	21	No comment
4	What would be the implications of this for your working arrangements or your organisation?	21	-
5	What other issues might the Government need to take account of in the detailed design of this option?	22	No comment
Proposal	Recognising diverse family arrangements		
6	Do you think the extension of the scheme to primary carers is too broad? Would you prefer a list of specific parenting arrangements?	22	This term is not too broad. There should not be a list of specific parenting arrangements as such a list could become the limit of parenting arrangements.
7	Are there other parenting arrangements, other than those listed above that you think should also be considered?	22	No, the use of the term 'primary carer' should capture the diverse range of parenting arrangements.
8	Do you have any comments or suggestions on defining 'primary carer' and/or issues regarding verification?	23	Some consideration may need to be given to whether the 'primary carer' role is transferred from one parent to another during the initial 52-week period from date of delivery/adoption: ie; after taking time to recover the birth mother returns to work and the 'primary carer' role shifts to another person.
Proposal	Enabling employees to work limited days (Keeping in Touch days) during the paid parental leave period		
9	Are there any particular features of the UK scheme that would create particular difficulties in the New Zealand environment?	23	No. In regards to the proposal for New Zealand allowing Keeping in Touch days to be worked after the first two weeks, as the UK scheme does, from the birth of a baby on agreement of employee and employer, rather than four weeks, could be beneficial.
10	Under what circumstances would working limited days be beneficial? What would be the benefits? What would be the disadvantages?	23	No comment
11	Is one day per four weeks sufficient? If not, what would be appropriate and why?	24	No comment
12	What would be the potential impact of such Keeping in Touch Days on you or your organisation?	24	-
Proposal	Enabling employees to take the unpaid parental leave part-time and flexibly		

13	Do you support the proposal that employees, with the agreement of the employer, be able to take any remaining extended leave within the 52 week period where they may have temporarily returned to work? If so, why? If not, why not?	24	Yes, if an employer is able to accommodate an employee returning to work in the specified situations this would give greater options in how they re-enter the workforce, meaning they are more likely to return to work within the 52-week period of leave eligibility.
Proposal	Providing extended leave to parents who have been with their employer for a least six months (if less than 12)		
14	Do you support the option of making unpaid leave available to parents who have been with their employer for at least six months (but less than 12 months) as a pro rata amount of unpaid leave according to length of service? Are there specific challenges your business may face in implementing this arrangement?	25	There would be benefit in having both options available to employers as such decisions will be influenced by practice design, workloads, resourcing, etc.
15	If not, do you prefer the alternative option of a blanket six months unpaid leave period for every employee who has been with their employer for at least six months (but less than 12 months)? If so, why? If not, why not?	25	Yes.
16	What might be the impact of such a change on employees, employers, small, medium or large enterprises?	25	-
OTHER NOTES			
Increasing Paid Parental Leave Period:			
- Propose that paid parental leave be extended to 26 weeks, or 6 months. This would support the Ministry of Health recommendation that a child is breast fed for the first 6 months of their life, allowing mothers who might otherwise have to return to work to remain with the child without financial repercussions.			
Introducing Paid Paternal Leave			
- In addition to the current allowance of 2 weeks unpaid paternity leave we would propose to introduce paid paternal leave (or secondary carer) period of 2 weeks, that could be taken consecutively or concurrently with maternity/primary carer leave.			