

25 November 2024

[REDACTED]
[REDACTED]

Dear [REDACTED]

Official Information request and response

Thank you for your request under the Official Information Act (“OIA”) dated 16th November 2024.

The responses to your requests have been formulated based on the information outlined in our Policies and Procedures manual.

You have requested:

1. Parental leave payment, ex-gratia payments and top-ups ’ for primary carers, as well as the conditions employees need to meet to receive such payments

As per our Parental Leave policy, employees who have been employed for at least 12 months at the date parental leave commences may be eligible to receive a parental leave payment equivalent to up to six weeks’ salary. Half of this payment (an amount equivalent to three weeks’ salary pro rata salary rate) will be paid at the start of the parental leave period, and the remaining half will be paid if and when the employee returns to work following the period of leave.

2. Paid leave for partners/secondary carers, as well as the conditions employees need to meet to receive such payments

As per our Parental Leave policy, employees who are eligible for partner’s leave will be entitled to two weeks’ paid leave, to be taken within six months of the birth of the child.

3. Remuneration review during leave

Employees who are on parental leave are eligible for remuneration reviews.

4. Leave accrual during leave and the rate at which annual leave is paid after an employee returns from parental leave

In line with legislation, annual leave continues to accrue while a person is on parental leave. Their rate of annual leave is then calculated at the rate of average weekly earnings for the 12 months preceding the end of the last pay period before the annual holidays are taken.

5. Flexible work policies

The Retirement Commission’s Policies and Procedures outline formal flexible working arrangement options for staff, all of which can be utilised by new parents.

6. *Kiwisaver contributions - particularly whether employer contributions are paid during parental leave grant / ex-gratia payment / paid parental leave*

As per our Parental Leave policy, primary carers who are eligible for parental leave will receive a KiwiSaver employer contribution payment into their nominated KiwiSaver account of up to 12 months value based on 6% gross contribution at the pro rata salary rate at commencement of parental leave. A payment equivalent to six months' worth of KiwiSaver employer contributions (6% gross on pro rata salary rate) will be paid at the start of parental leave and the remaining contribution will be payable subject to the employee returning to work. This policy is intended to ensure the employee receives the same level of employer KiwiSaver contribution as if they had been working. This payment is for a maximum period of 12 months (minus the KiwiSaver contribution already paid on the 6-week parental leave payment, if eligible, and any other paid employment with Te Ara Ahunga Ora during the parental leave period eg. Keeping in Touch hours).

7. *Any contributions towards childcare*

The Retirement Commission does not provide contributions towards childcare.

8. *Support in the event of a miscarriage or stillbirth*

As per the Retirement Commission's Policies and Procedures, employees are entitled to five days' paid bereavement leave if they suffer, or their partner suffers, a miscarriage or stillbirth. The Retirement Commission also encourages employees to use the counselling and support services available through the Employee Assistance Programme (EAP).

9. *Any support provided for fertility, adoption and surrogacy*

Other than EAP Services and other leave entitlements, the Retirement Commission does not provide further support for fertility, adoption or surrogacy.

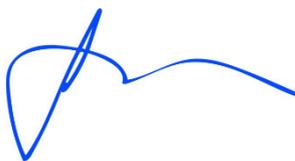
10. *Any other parental leave benefits or support.*

As per the Retirement Commission's Policies and Procedures, all employees can access sick leave when caring for family.

You have the right to refer this response to the Ombudsman if you are dissatisfied with it. More information on how to do this is [here](#). Te Ara Ahunga Ora proactively releases information in accordance with the Government's commitment to the Open Government Partnership National Action Plan. This includes publishing responses to requests for information under the OIA. Please note that this response (with your name removed) will be published on the Te Ara Ahunga Ora website shortly and will remain on our website for 12 months.

Thank you for your interest in our work.

Yours sincerely



Jane Wrightson
RETIREMENT COMMISSIONER / MANA AHUNGARUA

