

# Parental Leave

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## CHOW:HILL METRIC

Commentary and figures from personnel files.

## TARGET

Was met.

## COMMENTARY

New Zealand has legislation providing parental leave. The aim of the legislation is to allow employees to take leave and return to work in the same or comparable position. Equitable gender choice for maternity and paternity leave can lead to greater recruitment and retention of employees. It can also boost morale and productivity.

## PERFORMANCE

- Total number of employees who were entitled to parental leave by gender was two females.
- Total number of employees who took parental leave by gender was two females.
- Total number of employees who returned to work in the reporting period after parental leave ended by gender was one female.
- Total number of employees who returned to work after parental leave ended that were still employed 12 months after their return to work was one female.

## IMPACT

We are impacted by the need to provide adequate cover and to manage existing client relationships whilst leave is taken.

## TARGET 2021-2022

Our aim is to support all employees, including the male staff, in accessing their full entitlement to parental leave, sustaining a productive and experienced team.