



Proposed Changes to Parental Leave: What Employers Need to Know

In late July 2024, the Regulation Systems Amendment Bill (No 3) passed its first reading in Parliament, proposing important changes to the Parental Leave and Employment Protection Act 1987. These changes aim to offer more flexibility, particularly for non-biological parents and those unexpectedly taking on childcare responsibilities.

Key Proposed Changes:


- 1. Extended Eligibility for Parental Leave Payments:** The Bill proposes allowing non-biological primary carers, such as those who assume permanent responsibility for a child under six, to receive parental leave payments even if they continue working for a "reasonable period" after assuming care. This amendment addresses situations where care arrangements were informal or unexpected and later become formalised.
- 2. Clarifications and Adjustments:** The Bill also includes adjustments to parental leave for preterm births and clarifications on eligibility tests, further refining the current parental leave framework.

What's Next?

The Bill still needs to pass through several legislative stages, including further readings and a Select Committee review, before it can become law.

These proposed changes could impact how employers manage parental leave, particularly in cases involving non-biological parents or where an employee takes on unexpected caregiving responsibilities.

A further update will be provided when more information becomes available. In the meantime, if you have any questions about parental leave obligations, please do not hesitate to reach out to me.

 021 932 332

 marie@tovioconsulting.co.nz

 www.tovioconsulting.co.nz