



# Parental Leave in New Zealand

Your complete guide to understanding rights, obligations, and processes

Swipe to learn everything you need to know



# What is Parental Leave?

## **Primary Carer Leave**

26 weeks for eligible employees

## **Partner's Leave**

1-2 weeks unpaid leave available

## **Extended Leave**

Up to 52 weeks total



# Eligibility Requirements

01

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## **6-Month Test**

Average 10 hours weekly for 6 months before delivery

02

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## **12-Month Test**

Average 10 hours weekly for 12 months qualifies for extended benefits

03

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## **Payment Threshold**

26 of 52 weeks employed for payment eligibility



# Application Process

1

## Employee Notice

Written notice 3 months before expected delivery with medical certificate

2

## Employer Response

Reply within 21 days confirming entitlement and position status

3

## Leave Confirmation

Employer notifies within 21 days of leave start about return arrangements



## Payment Details

**\$789**

**Maximum Weekly**

Before tax payment rate

**26**

**Weeks Paid**

Total payment period available

**64**

**KIT Hours**

Keeping-in-touch hours allowed

Payments administered by Inland Revenue Department. Apply online at [ird.govt.nz](http://ird.govt.nz)



# LAW

## Key Rights & Protections

### **Position Protection**

Your role kept open unless redundancy or key position applies

### **Annual Holidays**

Continue accruing throughout parental leave period

### **Dismissal Protection**

Cannot dismiss due to pregnancy or parental leave

### **26-Week Preference**

Priority for similar roles if position unavailable



# Need Expert Guidance?

Navigate parental leave with confidence. Our team provides tailored advice for your situation.

[Contact HR Unlocked](#)

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