



COVERSHEET

Minister	Hon Michael Wood	Portfolio	Workplace Relations and Safety
Title of Cabinet paper	Parental Leave and Employment Protection Amendment Regulations 2021	Date to be published	29 March 2021

List of documents that have been proactively released

Date	Title	Author
1 July 2020	Amending the Parental Leave and Employment Protection Regulations 2016 to enable online applications for parental leave	Office of the Minister for Workplace Relations and Safety
1 July 2020	Amending the Parental Leave and Employment Protection Regulations 2016 to Enable Online Applications for Parental Leave – Cabinet Economic Development Committee Minute of Decision	Cabinet Office
10 February 2021	Parental Leave and Employment Protection Amendment Regulations 2021	Office of the Minister for Workplace Relations and Safety
10 February 2021	Parental Leave and Employment Protection Amendment Regulations 2021 – Cabinet Business Committee Minute of Decision	Cabinet Office

Information redacted

NO

Any information redacted in this document is redacted in accordance with MBIE's policy on Proactive Release and is labelled with the reason for redaction. This may include information that would be redacted if this information was requested under Official Information Act 1982. Where this is the case, the reasons for withholding information are listed below. Where information has been withheld, no public interest has been identified that would outweigh the reasons for withholding it.



Cabinet Economic Development Committee

Minute of Decision

This document contains information for the New Zealand Cabinet. It must be treated in confidence and handled in accordance with any security classification, or other endorsement. The information can only be released, including under the Official Information Act 1982, by persons with the appropriate authority.

Parental Leave and Employment Protection Regulations 2016: Proposed Amendments to Enable Online Applications for Parental Leave

Portfolio **Workplace Relations and Safety**

On 1 July 2020, the Cabinet Economic Development Committee:

- 1 **noted** that the Parental Leave and Employment Protection Regulations 2016 (the Regulations) need to be amended in order to enable online applications for parental leave;
- 2 **agreed** to amend the Regulations to:
 - 2.1 remove requirements for information to be provided in writing or through a specific form;
 - 2.2 remove the requirement to verify information, such as by making a statutory declaration, where the information is already held by Inland Revenue;
 - 2.3 remove the need to seek third party verification (for instance, by providing a statement by the employer) where the information is already held by Inland Revenue;
 - 2.4 remove out-of-date references, for instance to parental tax credits;
- 3 **invited** the Minister for Workplace Relations and Safety to issue drafting instructions to the Parliamentary Counsel Office to give effect to paragraph 2 above through an Order in Council;
- 4 **authorised** the Minister for Workplace Relations and Safety to make decisions, consistent with the above proposals, on any issues which arise during the drafting process;
- 5 **noted** that these changes to the Regulations will be announced in the period leading up to applications being able to be made online (online applications are expected to become possible in early 2021).

Janine Harvey
Committee Secretary

Present: (see over)

Present:

Rt Hon Winston Peters
Hon Kelvin Davis
Hon Grant Robertson (Chair)
Hon Phil Twyford
Hon Stuart Nash
Hon Iain Lees-Galloway
Hon Jenny Salesa
Hon Damien O'Connor
Hon Kris Faafoi
Hon Shane Jones
Hon Willie Jackson
Hon James Shaw
Hon Eugenie Sage

Officials present from:

Office of the Prime Minister
Officials Committee for DEV