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14 February 2025

Ref: 16903

Maggie East  
[fyi-request-29862-31148af8@requests.fyi.org.nz](mailto:fyi-request-29862-31148af8@requests.fyi.org.nz)

Tēnā koe Maggie

Thank you for your request of 24 January 2025, to Fire and Emergency New Zealand requesting information under the Official Information Act 1982 (OIA), relating to the payment of Parental Leave Payments, as outlined in section 1.4.2.3 of the current New Zealand Professional Firefighters Union Collective Employment Agreement (NZPFU CEA) (and its predecessor in earlier agreements). We copy and respond to each aspect of your request below.

- 1. Could you please provide a breakdown of the following:  
-The total number of applications received by FENZ under this clause.*

Fire and Emergency does not have a central system, database, or filing method in which applications for this payment are stored, recorded, or referenced. The current process to enact this clause requires the employee's line manager to complete and, if deemed eligible, forward to payroll an employee status amendment form. However, there is no process to record when these applications are made.

In order to identify the information requested, we would therefore need to contact every past and present manager of roles covered by the NZPFU CEA, dating back to the introduction of the clause, to ask how many applications they recall receiving. For those managers that are no longer with Fire and Emergency, we would have to manually search their individual records for this information. This would be a significant undertaking to complete, and we consider that it would have an unreasonable impact on our normal operations.

For this reason, we are refusing this aspect of your request under section 18(f) of the OIA, as the information requested cannot be made available without substantial collation or research. We have considered whether seeking refinement of the request, extending the time to respond, or fixing a charge would remove the reason for refusal, and enable us to provide the information, but do not consider it would. Even if the timeframe was narrowed significantly, considerable research would still have to go into identifying this information.

- 2. The number of applications approved.*

The below table presents the number of approved applications for the parental leave grant by month and year since Fire and Emergency was established on 1 July 2017. Please note the following:

- The figures are based on data extracted on 3 February 2025.
- The year and month are based on the date eligibility was determined.
- The year 2017 has been excluded from the table as no employees earned the payment between July and December 2017
- No employees have earned the payment in 2025, year-to-date.

Year	Month												Total
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
2018		1	1				1				1		4
2019			1					1		1			3
2020						1		1				1	3
2021						1	1			1	1	1	5
2022			2				2	1	2		1	1	9
2023	1				1	2	1	1			1	1	8
2024					1								1
<b>Total</b>													<b>33</b>

3. *The number of applications approved where the worker did not apply for 12 months of Special Leave without Pay.*
4. *If you could also please provide a total number of applications which were initially declined and then successfully appealed, either partially or wholly, by the worker or their representative.*

As with our response to the first part of your request, due to the fact that there is no central system, database, or filing method in which applications for this payment are stored, recorded, or referenced, the only way of answering these parts of your request would be to contact every past and present manager of roles covered by the NZPFU CEA, or search their individual records, dating back to the introduction of the clause, to receive these details about any applications they have received.

For this reason, we are refusing these aspects of your request under section 18(f) of the OIA, as the information requested cannot be made available without substantial collation or research. We have considered whether seeking refinement of the request, extending the time to respond, or fixing a charge, would enable us to provide the information but do not consider it would.

We trust that the information being provided is of assistance. If you require further information, please email [officialinformationrequests@fireandemergency.nz](mailto:officialinformationrequests@fireandemergency.nz)

Nāku noa, nā



Aidan Saunders  
Manager, Information Requests