

*Under the Employment Relations Act 2000*

**BEFORE THE EMPLOYMENT RELATIONS AUTHORITY  
WELLINGTON OFFICE**

**BETWEEN** Jenna Maree Ross  
**AND** Department of Labour  
**REPRESENTATIVES** Jenna Ross on her own behalf  
Andrew Gane for Respondent  
**MEMBER OF AUTHORITY** G J Wood  
**INVESTIGATION MEETING** Wellington  
14 May 2007  
**FURHER INFORMATION** Provided 15 May 2007  
**DATE OF DETERMINATION** 16 May 2007

**DETERMINATION OF THE AUTHORITY**

1. I was satisfied from the parties' submissions that an irregularity had occurred in Ms Ross' application for parental leave, but that it is reasonable for the Authority to remedy the irregularity in all the circumstances, pursuant to s.68 of the Parental Leave and Employment Protection Act 1987.
2. I therefore confirm Ms Ross' entitlement to paid parental leave for the period between 7 July 2006, her last day of work, and 13 August 2006, the day she returned to work.

**G J Wood**  
**Member of Employment Relations Authority**