

Supplementary  
Submission  
No 139a

## INQUIRY INTO EMERGENCY SERVICES AGENCIES

Name: Name suppressed

Date received: 24 July 2017

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Partially  
Confidential

Dear Sir/Madam,

I believe there is procedural discrimination in the form of requests for part-time employment post maternity leave and until child reaches school age, only available to be taken straight after returning from maternity leave, or they are 'forfeited'.

The circumstances surrounding my application related specifically to NSW policy *SOP2013-020 Part-time Work Policy – Operational Staff*, which in section 3 includes the following:

*"3. Returning to work after Maternity, Adoption or Parental Leave ...*

*... 3.1.1. Following a period of unpaid maternity, adoption or parental leave, an employee may request ... to return to work part-time up until the child reaches school age."*

Underlying this section of the part-time policy is the understanding of an employee's need to access part-time employment during the time frame an employee returns from maternity leave, and until their child reaches school age. This opportunity for part-time employment should remain accessible until a child reaches school age. This time frame involves a number of years during which an employee's circumstances may change and they may need this access to part-time employment, same as another employee might require it straight after returning from maternity leave. This may include a change in access to child care, or the employee may need to initially work full time for a brief period of time to 'catch up financially' post a period of unpaid maternity leave.

I propose this policy be reviewed to consider inclusion of the following:

1. removal of procedural discrimination by providing access to reduced-hours/part-time employment at any time between the return from maternity leave (with or without pay) and such time the child reaches school age; and
2. this access to be provided with the same conditions as provided to employees who currently are able to access it straight after unpaid maternity, adoption or parental leave.

Thank you for considering my submission.