**Supporting Working Parents: Pregnancy and Return to Work National Review**

Questionnaire response from employers and industry groups addressing issues of pregnancy, parental leave and return to work

**Questionnaire Number:** 10

**Employer name:** Subsea 7 Australia Contracting Pty Ltd

**Part C Questionnaire Response**

For our onshore work force, managing a pregnant employee is business as usual. For an offshore employee, there are some logistical challenges but nothing that poses significant challenge. Our workplace is very supportive of family time for both sexes, and offers flexibility at all levels of the organisation.

When an employee is returning to work, our experience is that it is best to let them do this gradually, especially while the child adjusts to childcare arrangements. Starting part time, or doing some work from home usually works very well and takes the pressure off the employee. While a person is on maternity leave, we encourage them to let us know how involved they want to be. Some like to attend meetings from time to time, others prefer to stay away. We always invite people on parental leave to all social events and town hall events so we don't lose them.

I have not had any training or support related to parental leave and pregnancy, however I am aware of the legislation and having been on maternity leave myself I understand what works well and how people feel. I do work with our managers so they understand how they can be supportive and provide a positive environment.