**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: 42**

**Employer name: Programmed Maintenance Services Limited**

**Part C Questionnaire Response**

Q1 (a). Programmed is a large organisation which operates in many segments; in some areas it is easier than others in managing pregnant, on leave or returning employees. Work in our FIFO or industrial labour hire areas can be difficult to manage in the areas of safe alternate work or providing flexibility; but we can look at changes of work type or shore/ office based roles where they exist. For most of the organisation we have a wide range of alternate duties and work patterns available for men and women.

Q1 (b). We have policies and guidelines which apply across the Group, to ensure that our pregnant, on leave and returning employees are not subject to any unlawful or unfavourable treatment; we have educated our human resources and contact officers around flexibility and pregnancy; we have also educated managers as to their options and responsibilities and allow the arrangements to be worked out at the local workplace so that it best fits the business and employees needs. We are also blessed to have a Managing Director who is highly committed to our employees and flexibility for all staff regardless of gender, age or circumstance; his commitment flows through the organisation.

Q2. (a) We have undertaken our own research and developed our own tools and training to support the needs of pregnant women and men and women taking parental leave or returning to work and requiring flexibility.

Q2 (b). we rely on our policies, guidelines and the capability of our human resources staff and contact officers in ensuring fair and equitable treatment.

Q2 (c). we believe we are adequately resourced and informed to manage the requirements in our business.

Q3 - We believe the recommendations/ outcomes should ensure a fair and equitable outcome for both employers and employees.

Ideally, outcomes will include resources such as training guides, online training programs and other guidance materials to assist employers to meet their obligations and to support employees who are pregnant, on leave or returning to work. In addition, it should focus on how employees both male and female with carer responsibilities can be encouraged to return to work to allow them to retain and update skills and continue to progress their careers whilst supporting his/ her carer responsibilities.

It is important that the outcomes, recommendations do not increase the already excess administrative burden and reporting obligations placed on business by government.