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

Submissions from women and men who have experienced discrimination at work while pregnant, or while on or on return to work after taking parental leave

**Submission Number 219**

**Part C Submission Response**

I returned to work after maternity leave with my second child. I requested to work part time in my position. I had previously worked part-time in my position, after the birth of my first child.

It took around 8 weeks, (during which I worked full time) and the part time was refused, with little explanation. I contacted my union, who intervened, and were finally given the reports in relation to why I been refused part time.

The Union assisted me in trying to get some further answers in relation to the part time. After nine months, and little progress, I approached the organisation again, and again requested part time, as I had two young children, and my husband, who suffers from an incurable disease, was quite sick.

The boss of the area (quite high up) told me directly that he would not allow me part time at all in the position that I held. He advised that I needed to speak to my direct supervisor, to see what sort of support they could offer.

Their idea of support is quite different to mine. They advised my two choices were remain in my position full time, or, if I wanted to work part time, relinquish my position, and they would place me in a paper shuffling job elsewhere, which was unrelated to my specialist position.

I refused to give up my position, and am currently waiting to see a lawyer to see if there is enough to take the matter to an industrial dispute.

The organisation has written policies in relation to part time, which sound great, but it has a little line in their which says something along the lines of part time can be granted, where it is operationally suitable - and hence that line is used all the time as the basis for refusal of part time.