**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 225**

**Part C Submission Response**

My current workplace has been wonderful through my pregnancies and parental leave but I'd like to point out a hole I discovered in my first pregnancy.

I was a junior doctor in the public health system. All junior doctors are employed in 12mth contracts. My baby was due in March so when job applications occurred mid year. The year before I was honest about my hopes for a job contract - I wanted a contract to be eligible for maternity leave but I had no intention of working that year. I did not get a job. The hospital pointed out that they get funding for a limited number of junior doctors and I would take the place of someone who could actually contribute on the wards. An incriminating email from a manager at a different hospital along the same lines was eventually used by the unions to get me a contract and paid maternity leave but without that email I would never have been paid.

My subsequent 2 pregnancies have been during my GP training and while my employers have been wonderfully accommodating I did not get any pay (other than the small amount of government pay) as we are private contractors.