

Your Maternity Leave entitlements

How much **paid** maternity leave were/are you eligible for? **None** (days/weeks/months)

How much **unpaid** maternity leave were/are you eligible for? **Up to 12 months** (days/weeks/months)

If eligible for any type of maternity leave, did you (will you) take it all? (Yes / No) **No**

If you did not (will not) access all your eligible leave please describe why?

Basically because my boss couldn't understand why I needed to know if I was going to be returning to my job, how many hours I was going to be working, and if there was a possibility of working part-time. He couldn't understand why I needed to know before leaving work as I had to organise child care and sort out what arrangements I was going to make for working either in the office or from home and then what sort of child care I would need.

Did the period of **paid** maternity leave (or would a period of paid maternity leave) affect the time you took off work, your capacity for breastfeeding, the baby's and your health, stress, relationships, your interaction with your baby, and your family life generally? How and why?

Yes certainly. A period of paid maternity leave would have given me time to sort out my options and work out if I really did want to return to work or if I would have been happy to stay at home. I would have been breastfeeding anyway as that is my family culture but it certainly would have made breastfeeding a much easier decision and certainly would assist in the duration of breastfeeding.

Other types of leave accessed

Did you use other types of leave to care for your baby? (Yes / No) **Yes sort of.**

If you did access another type of leave to care for the baby please specify the type of leave. **The job I had I had been in for over 5 years and because I terminated my employment to care for my unborn child, I was able to access my accrued long service leave and so I took that as a lump sum.**

and the period of leave _____ (days/weeks/months)

Your partner's entitlements

How much **paid** parental leave is/was your partner eligible for? **None** (days/weeks/months)

How much **unpaid** parental leave is/was your partner eligible for? **1 week** (days/weeks/months)

(maternity/paternity/other partner/other (please specify))

If your partner did not (will not) access all their eligible leave please describe why?

My husband didn't access his leave as unpaid leave doesn't really work as a family unit, especially when I am off work because I have had a baby. Both times when I had the children, my husband took annual leave to be home with us.

General Questions

What were/would be the good and bad aspects of your current leave arrangements?

The good aspects were that because I had been in the job for over 5 years I was able to take a lump sum of

long service leave which I basically took to be my paid maternity leave.

The bad aspect is obviously that there was no paid maternity leave so basically to get the lump sum long service leave I had to terminate my employment with no arrangement made to return to work at some point in the future.

How did your leave arrangements affect your employer? Was your employer positive or negative about you taking leave. Why?

Well my employer had to replace me and incur all the costs associated with advertising my position, interviewing potential employees and then training them in the systems of the workplace.

Did you (will you) return to work? (Yes / No) **Yes at some point in the future**

If you returned to work did you (will you) do so on a full time, part time or casual basis? **Hopefully a part time basis**

If you returned to work did you (will you) return to the same employer? (Yes / No) **No**

If you returned to work did you (will you) return to the same or a similar job? - (Yes / No) **Yes**

Did your leave arrangements affect how quickly you went (will go) back to work? In what way?

In the time of terminating my employment I have had another child and been fortunate enough to source some very casual and flexible work paid on an hourly basis. Basically I can pick and choose when I start and finish work. The main work I do is only an average of 4 hours a week spread over 2 days.

At this point in time I will either have another baby so I have 3 children, then once the youngest is either in school or very close to being in school, I will either return to my previous profession of a Chartered Accountant or look at retraining to become a secondary teacher. Basically because of the similar hours and holidays to school to make looking after the kids easier in those periods.

Had I been able to access, say 6 months maternity leave with my first child, then perhaps the decision to have a second child may have been put off for a longer period and I probably wouldn't be considering a third child. I also would have been more likely to stay with my original employer.