

I am in the rather unique situation where I have been made redundant approximately 2 months from the commencement of my maternity leave.

My submission is: As soon as an employer is made aware of an employee's pregnancy, that employee becomes eligible for any period of paid maternity leave and remains eligible for any paid maternity leave if they are made involuntarily redundant and this should be calculated on top of their payout from the company.

In my personal circumstance, I worked for a company where the paid period of maternity leave is commensurate with years of service - ie: less than one year is no paid period of leave but your job was still up for negotiation, 1-3yrs is 6 weeks paid leave and over 3yrs is 12 weeks paid leave. I was eligible for the full 12 weeks paid and was devastated by the renewed financial burdens that were upon me and my family.

As any parent would know as soon as you realise that when you are expecting a new family member, you plan meticulously so you can spend as much time as possible with your new born child. This of course involves the meticulous planning of your finances so that you can cope when your move back to one wage only. The redundancy will hit my family particularly hard as I was working for a bank and we had interest rate subsidies on both credit cards and our home loan and fee free banking. We do, thankfully, have a brief reprieve in the sense that our interest rate subsidies stay in place for a period that is again commensurate with service. After that if our current lending products are no longer competitive with what is available we will then have to go through the expense of having the refinance. Something that I am sure is not calculated into our 'generous' redundancy package!

If you should require any further information on this submission please do not hesitate to contact me on the avenues listed on the submission cover sheet that is attached.

Kind regards  
M Preston