

**Escare Incorporated**

Esperance Lotteries House  
Forrest Street (Opposite The Boulevard)  
PO Box 850, Esperance, WA 6450

**Phone:** (08) 9071 3110

**Mobile:** 0419 905 233

**Email:** [contact@escare.org.au](mailto:contact@escare.org.au)

**Web:** [www.escare.com.au](http://www.escare.com.au)



## **RETURN TO WORK: A SMOOTH TRANSITION?**

Are you current taking leave from work or have left your employer to care for children? The idea of returning to work can often be daunting given the need to juggle the often competing demands of child care, work deadlines and the needs of other family members. A number of studies have shown that this transition is often made easier for parents when organisations have “family-friendly” policies in place.

Family friendly policies help parents achieve family and career goals by providing supportive work environment and assistance such as access to affordable childcare, leave provisions and flexible work arrangements. These policies are often generated or supported by local or federal governments, employers, or the individuals themselves. However, many organisations still offer minimal or no support to parents who are returning to work.

This study aims to examine what factors are important when parents decide to return to work and what types of support and assistance would make this transition smoother. The study forms part of the requirements for the Master of Organisational Psychology program at the University of New South Wales and is supervised by Dr. Joanne Earl who lectures in Organisational Psychology at the University.

The researcher hopes that the information generated by this study will facilitate a better understanding of what organisations and other can do to assist parents when they decide to return to work. If you are currently taking leave or have left your employer to care for children, you are invited to participate in this study by completing an online questionnaire. The questionnaire takes around 20 minutes to complete and your answers will remain strictly confidential.

Once you complete the questionnaire, you will also have the option to enter a draw to win **\$200 worth of gift vouchers from the store of your choice**. This prize will be drawn on the 1<sup>st</sup> of September 2008. If you would like further information about the study or would like to participate, please click on the link below.

<http://www.surveys.unsw.edu.au/survey/154232/186e/>