



## HR SESSION

### WORKING PARENT WORKPLACE SUPPORT: A LEGAL AND BEST PRACTICE PERSPECTIVE

Having a valued employee prepare for a family, take parental leave and navigate the ongoing seasons of working parenthood presents many challenges and opportunities for the individual and the business, especially through COVID-19.

Delivered by an experience lawyer and psychologist, this interactive 1.5-hour session will assist HR practitioners to best support their team members and leaders at this time.

Structured around the key stages of support, this workshop provides a unique learning experience from both a legal and best practice perspective.

### Learning Outcomes

- Build knowledge around the business case for supporting working parents.
- Identify the risks associated with the perinatal period from a workplace perspective.
- Understand the unique nature of perinatal mental health compared with general mental health.
- Explore the breadth of legal obligations to be considered with respect to working parents.
- Understand best practice strategies to support working parents.
- Acknowledge the impact of COVID-19 on new and expectant parents.
- Identify a range of resource pathways to best support working parents, both internal and external.



The information and resources were fantastic

HR PRACTITIONERS REPORTED

42%

Increase in their understanding of the workplace risks associated with the perinatal period

10 OUT OF 10

Practitioners said they would recommend the workshop to a colleague

TO FIND OUT MORE, PLEASE CONTACT US:

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Funded by WorkSafe's WorkWell Mental Health Improvement Fund, the Perinatal Workplace Wellbeing Program (PWWP) is designed to support and make a positive difference to the mental health and wellbeing of expectant and new parents in Victorian workplaces. The aim of the program is to increase organisational capability through comprehensive workplace training, assessment and support across all levels of the organisation. In addition to providing resources and training to expectant and new parents, the program also delivers training to HR, Executive and operational leaders to build knowledge and skills to support employees as they prepare for a family, take parental leave and navigate the ongoing seasons of working parenthood.

