North Bondi SLSC Guideline:
Pregnancy/Parental Leave for Active (patrolling) members

Members of good standing can request pregnancy/parental leave for a period of up to a maximum of 12 months to care for a child under the age of 5 years. Should the member have multiple children, they may apply for a period of pregnancy/parental leave once per child. During each granted period of pregnancy/parental leave the member will maintain access to the club and facilities. A membership fee will apply during the period of leave.

If the period of leave is to commence during the patrolling season, the member has the following options:

a) Complete hours equivalent to their rostered hours **prior to** the commencement of the leave period – in which case their season will count towards Long Service
b) Complete less than their rostered hours – no penalty will be incurred, assuming the member's leave period commences at the conclusion of their patrolling for the season (season will not count towards long service).

Note: In all cases, if the member is pregnant whilst on patrol then appropriate modifications to patrol duties to be discussed as needed between the member, their Patrol Captain and/or Head of Lifesaving.

In families where both parents are patrolling members, both parents are eligible to apply for pregnancy/parental leave as outlined above. If two parents from the same family are requesting pregnancy/parental leave, the periods of leave may be taken concurrently or sequentially.

Each granted period of pregnancy/parental leave may run for a maximum duration of 12 months. If the member wishes to remain on leave for an extended duration, they must reapply for a General Leave of Absence following the expiration of the pregnancy/parental leave period.

Last reviewed April 2023.