

Designing Return to Work Pathways to Truly Support Employees

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Waiting for our first baby – Truth Purdon



Return to Work #1

2012/2013

- Married – November 2012
- Fell pregnant – due August 2013
- Redundant – 4 April 2013 (between my birthday and my father's death) – 5 months pregnant

Experience no.1 – Fear of lack of security. My pregnancy was the only reason I was made redundant. First baby was stressful enough.



Love of My Life – Truth Stephen Purdon

And Our Family Becomes 4 – Soul Purdon

WiMARQ | *Driving Diversity,
Equity and Inclusion*



Return to Work #2

2019

- Pregnant – due June 2018
- 7 / 7 dayshift only roster – maintenance coordinator
- Prior to leaving on maternity leave – seconded me to made-up role (post-trauma trigger).

Experience – unworthiness, fear of job security again. My permanent role was given to someone weeks before maternity leave. No farewell, no care.



Workers might talk about their exposure to psychosocial hazards in different ways.

Recognise the signs.



Return to Work #3

Psychosocial Injury

Over 12-month period – suffered multiple psychosocial injuries – including adverse action to speaking up and reporting bullying and harassment.

Return to Work was secretive and lacked compassion and empathy

Lack of care & respect, huge mental load, burnout and self harm thoughts

What Does Good Look Like?

- **Safety and Security**
- **Foundation of Care and Respect**
- **Communication**
- **Equity / Flexibility**



Safety and Security

Physiological Needs

Most of these come with job security, especially onsite roles where housing is provided.

Safety Needs

When we introduce new things into our lives – especially major changes. Security of employment, housing and wages help to make this leave as memorable and magical like it should be.

Love and Belonging

Leaving a workplace for an extended period after it has been your family, priority and commitment for years, hurts when the need to belong and connect isn't support.



Maslow's hierarchy of needs

Open Mindedness

Just because it has always been this way –
don't close off to different ways of working.

Listen!

Those in-touch meetings are to feel seen,
heard and acknowledged as part of the
team. They might only be 5mins work and
the rest checking in on them and their world

Foundation of Care and Respect



YOU ARE AWESOME

AND APPRECIATED!

In Touch Agreement

If it is a part of the mandatory process of approving paternity leave (like most company's policy).

Treat it as a binding agreement.

Communicate Major Changes to Company

Communicate all changes to business and/or department at the same time as everyone else. Don't let them find out via the grapevine or worse – wordinthebit Facebook page.

I&D Programs to Support Communication

Working parent network group channels.

Heart-felt support – baby showers, flowers after surgery, uber eats vouchers for easy dinners caring duties.

Communication



Tailor to the employee/department

Some roles are standard like rosters and shifts but some roles can be very flexible and accommodating.

Think outside the box

Hybrid rosters, job share, part time, new roster pattern.

Again, think outside the Box!

First year at BMA – there was an Inclusion & Diversity roadshow in Moranbah. Mike Henry spoke about a very capable woman on his team that he lost because they wouldn't be flexible, and it was only part time she was asking for.

Equity / Flexibility

FLEXIBILITY MEANS HAVING THE ABILITY TO



Current

- Husband and 2 sons (loves of my life)
- WIMARQ committee 11 years
- IWIM Alliance – 5 years
- Women in Leadership, Mentorship
- Cultural and Inclusion Working Groups – since August 2014
- Social Performance Specialist
- Loving Life!



Thank You

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