



Returning to work *guide*.

BUBBADESK.COM

Hello & *Welcome*



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From the Founder, Lauren Perrett

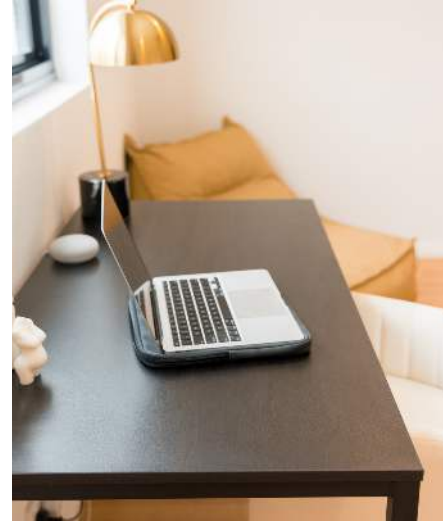
When it came time to return to work after the birth of my first child, the thought of being away from him all day felt very unnatural. That meant traditional daycare wasn't an option and nannies proved so expensive!

The concept of remaining close to my baby, while he received care from trusted professionals, and having the flexibility to drop-in for breastfeeding and cuddles, all without sacrificing my work standards or productivity, felt like a no-brainer! I wanted to create a holistic space where my health, work and family responsibilities could coexist seamlessly.

So, BubbaDesk was born

When to start planning?

Embarking on the journey of returning to work post-parenthood is a significant endeavor, filled with emotions and practical considerations. This guide offers concise yet comprehensive insights into key areas, including emotional preparation, timing decisions, employer discussions, and childcare exploration. Each section is accompanied by practical tips, empowering parents with the knowledge and tools needed to navigate the complexities of balancing work and family life.



Timeframe

01.

Pregnancy

- Understand parental leave policies at your workplace and explore available entitlements.
- Refine financial planning considering potential changes in income and expenses during parental leave
- Begin researching childcare options, considering availability, costs, and proximity to your home/workplace
- Book tours!

Continuously assess and adjust work-life balance, making changes as needed for the well-being of both you and your family.

02.

Infancy Stage

- Prioritise bonding with your newborn and allow time for personal and family adjustment.
- Finalise childcare arrangements, whether it's daycare, family care, BubbaDesk, or another option that aligns with your preferences
- Stay connected with your workplace through occasional updates and check-ins.

03.

Returning To Work

- Consider a trial period for childcare to ease both you and your child into the routine.
- Implement a trial work routine at home to adjust to potential changes in responsibilities

Navigating Emotional Transitions



Embracing Emotional Complexity

Returning to work after becoming a parent is a monumental step, evoking a spectrum of emotions. It's natural to feel a mix of anxiety, guilt, and excitement during this transitional period. Embracing and understanding these emotions is essential for a smoother return for you and your baby.

Top Tips

01. Acknowledge Feelings

Recognise and accept the range of emotions you may experience, understanding that they are a normal part of this significant life transition.

03. Open Communication

Discuss your feelings with a supportive network, whether it's your partner, friends, or colleagues who have gone through similar experiences. ***Find your mummy mentor!***

05. Set Realistic Expectations

Establish realistic expectations for yourself during this transition. Avoid undue pressure and understand that adapting to this new phase takes time.

02. Establish Support Systems

Cultivate a strong support system, including friends, family, and colleagues. Having a reliable network to lean on can significantly ease emotional burdens.

04. Seek Professional Guidance

If emotions become overwhelming, consider seeking professional guidance from a counselor or therapist. They can provide valuable strategies for coping with this transition.

"We're building a future that allows parents to ultimately have that work/life balance."

Timing Your Return

Introduction

Determining when to return to work is a deeply personal decision influenced by factors such as job nature, family dynamics, financial considerations, and your child's adaptability to change. In Australia, the widespread use of flexible work arrangements reflects a commitment to providing parents with options that align with their unique circumstances.

Top Tips for Timing Your Return

Evaluate Priorities

Begin by assessing the factors that hold the utmost importance for you and your family. Consider your financial goals, personal aspirations, and the overall well-being of your household.

Financial Planning

Conduct a thorough financial evaluation to understand the impact of your return on the family budget. Factor in childcare costs, potential changes in income, and any adjustments needed to maintain financial stability.

01.

02.

03.

04.



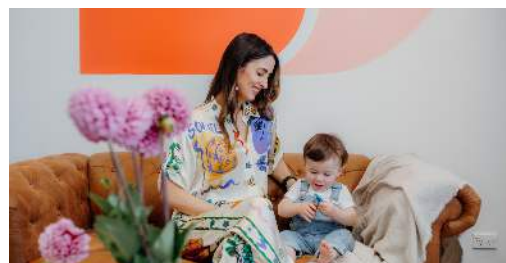
Explore Flexible Options

Investigate the flexibility offered by your workplace. Explore possibilities such as a gradual return to work or modified schedules. This step ensures a smoother transition for both you and your child.

Communicate with Employer

Initiate open communication with your employer regarding your intentions to return to work. Discuss potential flexible arrangements, such as part-time schedules or remote work options, that align with your job responsibilities.

Continued...



Assess Child's Readiness

Pay attention to your child's adaptability and readiness for changes in routine. Consider a trial period of childcare or caregiving arrangements before your official return to gauge their comfort and well-being.

Utilise Parental Leave Entitlements

Familiarise yourself with parental leave entitlements provided by your workplace or government policies. Utilise this time strategically to bond with your child and make informed decisions about your return

Network with Other Parents

Connect with other parents who have navigated similar decisions. Their experiences can offer valuable insights and practical tips that may inform your own decisions about the timing of your return to work.

05.

06.

07.

08.

09.

Gradual Return Planning

If feasible, plan for a gradual return to work. This may involve starting with reduced hours initially and gradually increasing workload, allowing both you and your child to adjust progressively.

Consider Health and Well-being

Prioritise your physical and mental health in this decision-making process. Evaluate if you've had sufficient time to recover post-childbirth and if you're emotionally ready for the demands of returning to the workplace.

Childcare Options

Introduction

Selecting the right childcare option requires a thorough exploration of various possibilities, considering your family's needs and financial constraints. Options include:

01. Nanny

\$35 -45 p/h

- Ensure they have a WWC Check
- Ensure they hold an up-to-date First Aid Certificate
- Check references thoroughly
- Have a backup option for when they're away or unwell



02. Day Care/ Family Day Care \$Varies

- Book Tours!
- Look for the attentiveness of carers and the average tenure - babies like familiar faces!
- Ask how they manage your baby's routine
- Consider how you'd manage the continuation of breastfeeding
- Trust your gut feeling and parental instinct

03. BubbaDesk

\$Tax Deductible

- Suitable if you have flexible work arrangements
- 4:1 care ratios across all ages
- Follow your baby's routine
- Pop in for cuddles and breastfeeding anytime
- Ease the transition back to work for you **and your baby**
- Community of like-minded working professional parents



Balancing Breastfeeding & Work



For mothers continuing to breastfeed, ensuring workplace support is vital. Engage in discussions with your employer to secure a designated space and time for expressing breast milk, as mandated by the Sex Discrimination Act. Establishing a breast pumping routine before returning to work facilitates a seamless transition.

Our tips

01.

Early Communication

Initiate a conversation with your employer well in advance to communicate your intentions and plans regarding breastfeeding. This allows your employer to make necessary arrangements, ensuring a supportive and accommodating environment upon your return.

03.

Know Your Rights

Familiarise yourself with your legal rights as a breastfeeding mother in the workplace. The Sex Discrimination Act protects your right to breastfeed or express milk at work without discrimination. Understanding these rights empowers you to advocate for the necessary accommodations.

02.

Pump Routine

Establishing a consistent pumping routine before returning to work is crucial for a smooth integration of breastfeeding into your workday. Begin this routine a few weeks before your return to build up a supply of expressed milk and accustom both yourself and your baby to this new aspect of your daily routine.

04.

Invest in a Quality Breast Pump

Choose a reliable and efficient breast pump that aligns with your needs. Investing in a quality pump facilitates the expressing process, saving time and ensuring you can maintain your breastfeeding routine without unnecessary challenges.

Legal Rights, & Flexible Work Arrangements

Empowering returning parents with knowledge of legal rights and access to flexible work arrangements is crucial for a smooth transition back to the professional realm. Understanding the options available after 12 months with the same employer can significantly enhance your confidence and work-life balance.

Legal Rights Awareness	<ul style="list-style-type: none">• Be aware of legal provisions ensuring your rights to flexible work arrangements, preventing discrimination against returning parents• Familiarize yourself with the Sex Discrimination Act, particularly if you are a breastfeeding mother, to secure support in the workplace
Flexible Work Arrangements	<ul style="list-style-type: none">• Explore part-time work options, compressed workweeks, or job-sharing possibilities to find a balance between professional and personal life• Understand that flexible work arrangements are not only your right but also contribute to a more inclusive and adaptable work culture• Refer to the Fair Work Ombudsman for guidance on legal entitlements
Fair Work Ombudsman	<ul style="list-style-type: none">• Consider the Fair Work Ombudsman as a reliable source of information and guidance for resolving workplace issues related to your return• Lodge inquiries or complaints if you encounter obstacles in negotiating flexible work arrangements or face discrimination upon your return• Leverage the expertise of the Ombudsman in navigating complex employment laws and regulations to ensure fair treatment in your workplace

Is BubbaDesk a *Good* Fit?



We Are A Good Fit If

- ✓ You or your partner have flexibility to work from home
- ✓ You are eligible for tax deductions - see more [here >](#)
- ✓ You want to reduce the number of drop offs/ pick ups
- ✓ You want a team of compassionate and caring individuals to look after your baby
- ✓ You want to continue your own baby's routine, and/or continue breastfeeding
- ✓ You're seeking connection with other like-minded working professional parents

We Are Not A Good Fit If

- ✗ You have to be physically in your employers office space every day
- ✗ You're seeking a solution that leverages CCS
- ✗ You prefer a nanny or traditional daycare
- ✗ You're not located near a BubbaDesk space

Interested to learn more?

[Book a Tour](#) and come see for yourself!

Member Reviews



"BubbaDesk has been a fantastic transition to work for me and my son. The nannies are terrific, fun, and caring, and accommodate all the different needs of each family."

Dana Kim



"The friends I've made amongst the other parents, having lunch together during our workday and meet ups outside on weekends has been great and has made the transition back to work and out of home care so lovely."

Fiona Hills Buckley



"It was a huge transition as this was the first instance of me being away from Samuel. The environment created to enable breastfeeding and still be available to him throughout the day made the transition so much easier"

Ashlee Hoare



Gallery



A woman with long brown hair tied back with a black clip, wearing a vibrant, multi-colored patterned dress, is smiling and looking at a young child. The child, with short brown hair, is wearing a white long-sleeved shirt with colorful star and 'CB' patterns and is holding a small brown object. They are in a room with a light-colored wall. On the wall is a framed abstract painting featuring a yellow arch, a green glass, and pink and red shapes. A portion of a light-colored sofa is visible in the lower right.

**“We’re not just a
coworking space with
onsite childcare – we’re
a community of
passionate individuals
dedicated to providing
a warm and caring
environment for both
children and parents.”**

*Lauren Perrett, Founder
& CEO*



Interested in joining?

If BubbaDesk is an option for you and your family, submit your interest to become a member. Spots are limited!

Fill out the Register Interest form at
[BUBBADESK.COM](https://bubbadesk.com)

If you're still in the exploration phase or have more questions, no worries at all.

Send any questions you have at:



hello@bubbadesk.com