

Public Service Association of New South Wales

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In reply please quote: A15/0731:AD'A:mb

26th April, 2016

Mr Andrew Cappie-Wood

Secretary

Department of Justice

160 Marsden St

Locked Bag 5111

Parramatta NSW 2124

email – megan_loadsman@agd.nsw.gov.au

Dear Mr Cappie-Wood,

Re: Request to Place a Freeze on the Flexible Working Hours' Notice Period

I am writing to you because you have given notice under Clause 10.2.4 of the *Crown Employees Public Service (Conditions of Employment Award) 2009* of the Department's intention to terminate flexible working hours' agreements operating within the agency. This has been done with a view to putting in place new uniform arrangements across the agency that comply with the Flexible Working Hours Parameters adopted by the Wages Policy Taskforce.

The Premier, in his comments on International Women's Day, highlighted flexible work as a key priority for the sector. It is clear that the parameters are now inconsistent with the position of the Government in relation to flexible work in the sector.

In light of this, I request that the Department impose an immediate moratorium on the implementation of changed flexible working hours' arrangements and a freeze on the notice period. I am also requesting that a new approach be adopted by the Department in relation to the negotiation of the flexible working hours' agreement so as to enable greater diversity in the agreement.

I am also calling on the Department to undertake an independent gender, carers' responsibility and WHS impact assessment prior to the implementation of any flexible working hours changes.

I have written to NSW Industrial Relations to express concern about this matter. Annexed is a copy of that letter.

Your favourable consideration of a freeze on the notice period would allow the PSA and the Department to properly consider the above.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Anne Gardiner', written in a cursive style.

Anne Gardiner

General Secretary