

Flexible Working Hours Parameters

- ERC has approved new parameters for Flexible Working Hours Agreements (FWHA).
 - Agencies are not being directed to move to the new arrangements, however Wages Policy Taskforce will apply the parameters to any agency seeking to negotiate a new FWHA (including clause 10 agreements under the Conditions Award).
 - The new FWHA arrangements will assist agencies with levers to:
 - reform and rationalise their existing flex arrangements to reduce recreation leave balances
 - lead to greater sector-wide consistency facilitating future machinery of government changes
 - support agency organisational performance
 - continue to provide flexibility for employees to manage work and personal commitments.
 - The parameters introduce a range of standard provisions for new FWHA to:
 - Include bandwidth and hours provisions that support agency operational requirements and service delivery
 - Exclude the banking of accrued flexible working hours credits (that is, no banking of days for future use)
 - Limit the settlement period to a maximum of 6 weeks
 - Limit the carry forward of accumulated flexible working hours credits into the next settlement period to 21 hours
 - Provide that hours worked are to be monitored by employees and their supervisors
 - Include core time which is the period during the day when an employee is required to be on duty
 - Exclude Senior Officers from coverage
 - Exclude the payment of any residual credit hours upon separation
 - Link the granting of flex leave to reductions in recreation leave balances consistent with the Premier's directive to reduce accrued leave (Premier's Memorandum 2012-07)
 - Provide 3 year maximum term with clear provisions to terminate the FWHA (maximum 12 months notice)
 - Accommodate machinery of government changes which provide for the FWHA to be replaced in 3 months
 - Rationalise existing agreements
 - Retain Wages Policy Taskforce flexibility to allow agencies in exceptional circumstances to negotiate FWHA with different provisions which accommodate operational or specific requirements at an agency level.
-