

Public Service Association of New South Wales
General Secretary: Anne Gardiner ♦ President: Sue Walsh
160 Clarence Street, Sydney
GPO Box 3365, Sydney NSW 2001

Telephone: 1300 772 679
Facsimile: 02 9262 1623
Internet: www.psa.asn.au
ABN: 83 717 214 309



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

20 April 2016

Ms Vicki Telfer
Executive Director
NSW Industrial Relations
Level 23, McKell Building
2-24 Rawson Place
SYDNEY NSW 2000

Dear Ms Telfer,

Re: Flexible Working Hours Parameters

There are a number of Departments which have given notice under Clause 10.2.4 of the *Crown Employees Public Service (Conditions of Employment Award) 2009* of their 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 Wages Policy Taskforce impose an immediate moratorium on the implementation of changed flexible working hours' arrangements in those agencies where notice has been given to terminate agreements. I am also requesting that a new approach be adopted in relation to the negotiation of flexible working hours' agreements so as to enable greater diversity in these agreements.

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

We request that this proposal be adopted as a mandatory component of any bargaining parameters approved by Wages Policy Taskforce in relation to negotiations around flexible working hours' agreements.

As always, the Association is happy to meet to discuss these issues.

Yours faithfully,

A handwritten signature in black ink that reads 'A Gardiner'. The signature is written in a cursive, flowing style.

Anne Gardiner
GENERAL SECRETARY