

PSA Justice Flex – Log of claims

The PSA demands in response to the Department's claims are as follows:

1. Settlement period – PSA seeks a 12 week settlement period:
2. Core-time – PSA seeks that the introduction of floating core-time will be with the consent of employees. Core time should commence at 10:00 am and cease at 2.00pm
3. Ability to take quarter day's flex leave
4. Carry over – PSA seeks 42 hours carry over and 14 hours debit that can be accumulated
5. Employees can choose the form of paid leave to be taken to cover a shortfall in hours
6. Bandwidth – PSA notes that the bandwidth is until 10.00 PM. We seek that this be brought back to 9:00 PM. We are concerned that staff may be directed to work late without being able to access overtime. We seek that it is rectified. Members should be able to access overtime when directed to work more than 7 hours
7. The need for transitional arrangements to ensure that staff do not forfeit hours that they have accumulated under existing arrangements. The PSA seeks 12 months for members to take hours carried over at the discretion of staff.
8. No limit on the number of flex days that can be taken in one year
9. Lunchtime limit should be 2.5 hours
10. The agreement not to include forfeiture of hours clause. Rather the agreement should state how forfeiture should be prevented
11. Members should be able to access overtime where they are compelled to work for reasons outside their control. For example where judges or magistrates sit late
12. The ability to work 5 hour days only
13. The ability to take consecutive flex days
14. A clear definition of when emergency response and recovery operations cease

15. Ability to bank up to five days
16. In the event that the Easter half day cannot be accessed by employees, an additional half day flex is credited to them.
17. Include a clause stating that the agreement can be terminated with 12 months notice by either party. However the period should be no less than this, irrespective of machinery of government changes
18. That AWT beyond minimum hours can be accumulated at the employees discretion, consistent with the operational requirements of the Department
19. That non-Standard work hours only be worked consistent with a genuine written agreement between the relevant employee (s) and management
20. Any hours remaining on the termination of employment to be paid out
21. For any conditions in other than flexible working hours in local arrangements be protected by new clause 10- local arrangements
22. A report to be provided to the Justice Peak Consultative Committee, which provides information on hours worked, the use of flex time and hours forfeited. This should be broken down on a regional basis.
23. A gender, carers responsibility and WHS Impact assessment be conducted prior to implementation. It needs to be published and provided to the PSA.