

20 December 2017

## Justice Flexible Work Hours Agreement update

On the 27 November the PSA undertook a survey of members within the Department of Justice in relation to the new Flexible Work Hours Agreement (FWHA).

View the Agreement [HERE](#).

The Department of Justice wrote to the PSA on the 9 October 2015 giving 12 months' notice in which it was proceeding to terminate all current flexible working hours agreements.

The PSA formed a working party which consisted of delegates representations across the 11 agencies under the Department of Justice.

After some two years of negotiations the PSA was finally able to put the Flexible Working Hours Agreement to the membership to vote upon.

The vote concluded on the 8 December 2017 with members voting in favour of the new agreement. See the results [HERE](#).

The Department have advised the PSA that the new FWHA won't be initiated till 30 June 2018 as there are still some technical issues they are working on.

This means that the status quo remains and all current FWHA's will operate as normal till further notice.

Below are some of the features that the new agreement contains:

- » 12-week settlement period
- » 42 hours Credit
- » 14 hours Debit
- » 6 flex days per settlement period (12 weeks)
- » Ability to take consecutive Flex days
- » Full, ½ and ¼ day Flex days
- » Up to 2.5 hours lunchbreak with approval
- » Defined emergency response and recovery operations

- » Easter flex leave arrangements as provided in the Award – ½ day flex
- » Bandwidth – 6.30am-9pm
- » Core time – 10am-3pm
- » Non-standard hours can only be entered into by way of written agreement between the employee and manager
- » Local arrangements will continue to be observed
- » Reports will be provided to the Justice Peak JCC on working time and use of flex time
- » Gender, carer's responsibility and WHS impact assessment to be conducted prior to implementation and the terms of reference will be proposed by the PSA
- » Agreed transitional arrangements to prevent employees from forfeiting hours

We encourage members to update their details online as some members have moved but have not updated their information.

You can update your details by going to: <https://membership.psa.asn.au/>.

We also encourage non-members to join up so they can have a say in their workplace and their conditions. Join the PSA online [HERE](#).

### What can you do?

- » Give a copy of this bulletin to your colleagues.
- » Print this bulletin and put it up on your notice board.
- » Ask a colleague to join the PSA.
- » Get involved as your Area Contact.
- » Attend a meeting at your worksite.
- » And remember – United we bargain, divided we beg!

