

Working from home arrangements: NOT related to Coronavirus

Your union has recently been advised that an attempt is being made by your employer to be somewhat creative in relation to working from home. Please note that this is not in relation to arrangements being made as a result of COVID-19.

If you have been told that:

- you can only work a maximum of three days at home and must work two days in the office
- if you are sick on one of the days that you are to be working in the office, you must attend the office on another day so you are always meeting the two day a week requirement
- if you have already worked from home (such as Monday, Tuesday, Wednesday are WFH days, then Thursday you are in the office and Friday you are off sick) then you need to add an extra day the following week in the office
- if are having a Flex or Rec day, this cannot be counted as an office day,

then your union has this advice for you:

- each staff member should have their own agreement set up as per myCareer. Your employer has agreed to that arrangement
- blanket rules cannot apply as each staff member has different arrangements
- if the employer wants to change an arrangement they have already agreed to, then they need to consult with the staff member(s) concerned
- whether you are working from home or working from an office building you are at work. If you are sick on a work day, then you are not able to perform work, regardless of where that work is performed. The work you perform is about outcomes, not placement. If your employer wants to claim that the work you do in the office is more important than the work you perform at home, then your union will be happy to engage in that conversation with them.

If you have been affected personally by your local management's creative interpretation of policy, then we would like to hear from you. Please contact the Member Support Centre on 1300 772 679 or advise your local delegate. The PSA will take up the matter on your behalf.

