

Flexible Working Hours Agreement negotiations: What you need to know

As different departments and agencies have been amalgamated into the current Department of Communities and Justice (DCJ), members are covered by a number of flex agreements.

The DCJ is seeking to have a single flex agreement for the whole department based on the existing *Justice Flex Agreement* and has approached your union to commence discussions.

A copy of the Justice Agreement can be found [HERE](#).

PSA members will have the final say in any proposed Flexible Working Hours Agreement by way of electronic ballot.

The current agreements operating in the Department are;

- NSW Businesslink (Business Services)
- Ageing, Disability & Home Care
- Community Services Standard Flexible Working Hours Agreement
- Community Services Field Flexible Working Hours Agreement
- Housing
- Women NSW - Ministry of Health Flex Time Agreement (NSW Department of Health – Local Working Hours Agreement 2010)
- Commission for Children and Young People- Flexible Working Hours Agreement
- Department of Education and Training - Flexible Working Hours Agreement
- Department of Justice Flexible Working Hours Agreement 2017.

A snapshot of the main differences between the current agreement and the Justice Agreement can be found [HERE](#).

Your elected Delegates and PSA staff are meeting with the Department to discuss a number of issues including;

- Bandwidth – to better reflect current practice
- Transitional Provisions – to appropriately manage flex hours/days accrued under previous agreements
- Looking at ways to be able to monitor and report on accrued and forfeited flex time
- Looking at ways to more clearly define how overtime works in conjunction with the flex agreement
- Principles of fairness so that transparency and fairness guide the requesting, approving and taking of flex leave.



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We strongly encourage members to have YOUR SAY by sending in any questions, concerns or suggestions you have to your delegates or email the PSA at membersupport@psa.asn.au with the Subject Line – **DCJ Flex Agreement**.

We will provide further updates as discussions with the Department continue.

Do you know someone who still needs to join the PSA?

You can support the work of the PSA and delegates to get better outcomes for everyone just by asking your colleagues to join the PSA at www.psa.asn.au/join.

