

Department of Premier and Cabinet Flex negotiation

The PSA has been in negotiation with the Department of Premier and Cabinet (DPC) in relation the Flexible Working Hours Agreement.

DPC has advised that the key changes it seeks are aimed at increased flexibility for both the employer and the employee. It advises responses to work practices under the current pandemic have led to a reassessment of the workplace.

The proposed amendments by DPC are:

- Removal of the provision of Banked Flex
- Expansion of the bandwidth to 6:00am to 10:00pm, Monday to Friday
- Remove the requirement for Core Time
- Remove the defined number of hours per day
- Remove standard hours from the agreement
- Remove defined parameters around the taking of lunch and meal breaks.

The PSA supports increased flexibility but needs to ensure it is a two-way street. DPC advises that the increased bandwidth would enable, but not force, employees to work varied hours. We need to ensure the FWHA achieves the positive aims, but does not open up potential detriments to staff arrangements.

To achieve this the PSA has provided DPC with a draft introductory statement to be included in the FWHA that fully explains the intentions of the document. It is important that all parties understand the value of flexibility and work together to achieve that. Essentially it is about trying to find the way to say “Yes”, but when that is not possible explaining why not.

We have also been looking closely at the proposed changes so that they do not impact in a negative way on existing entitlements. Both parties recognise that there can be unintended consequences of alterations.

For PSA members, a key issue is banked flex. This will be a significant agenda item for our next meeting. **The PSA needs your feedback – do you disagree with DPC’s position to remove the pro- vision of Banked Flex?** Has Banked Flex supported you in care giving, perhaps with children or other family member? Please email your PSA Delegates or contact the PSA on 1300 772 679.

PSA Delegates

Belinda Brown Belinda.Brown@pco.nsw.gov.au

Catherine Coghlan Catherine.Coghlan@psc.nsw.gov.au

David Madden David.Madden@industrialrelations.nsw.gov.au

Carmen Moodley carmen.moodley@wpca.sydney

Your feedback will be kept anonymous and will be raised collectively.

The PSA is your voice in flex negotiations. Join your union today at www.psa.asn.au/join.

