



Flexible by Design

An introduction



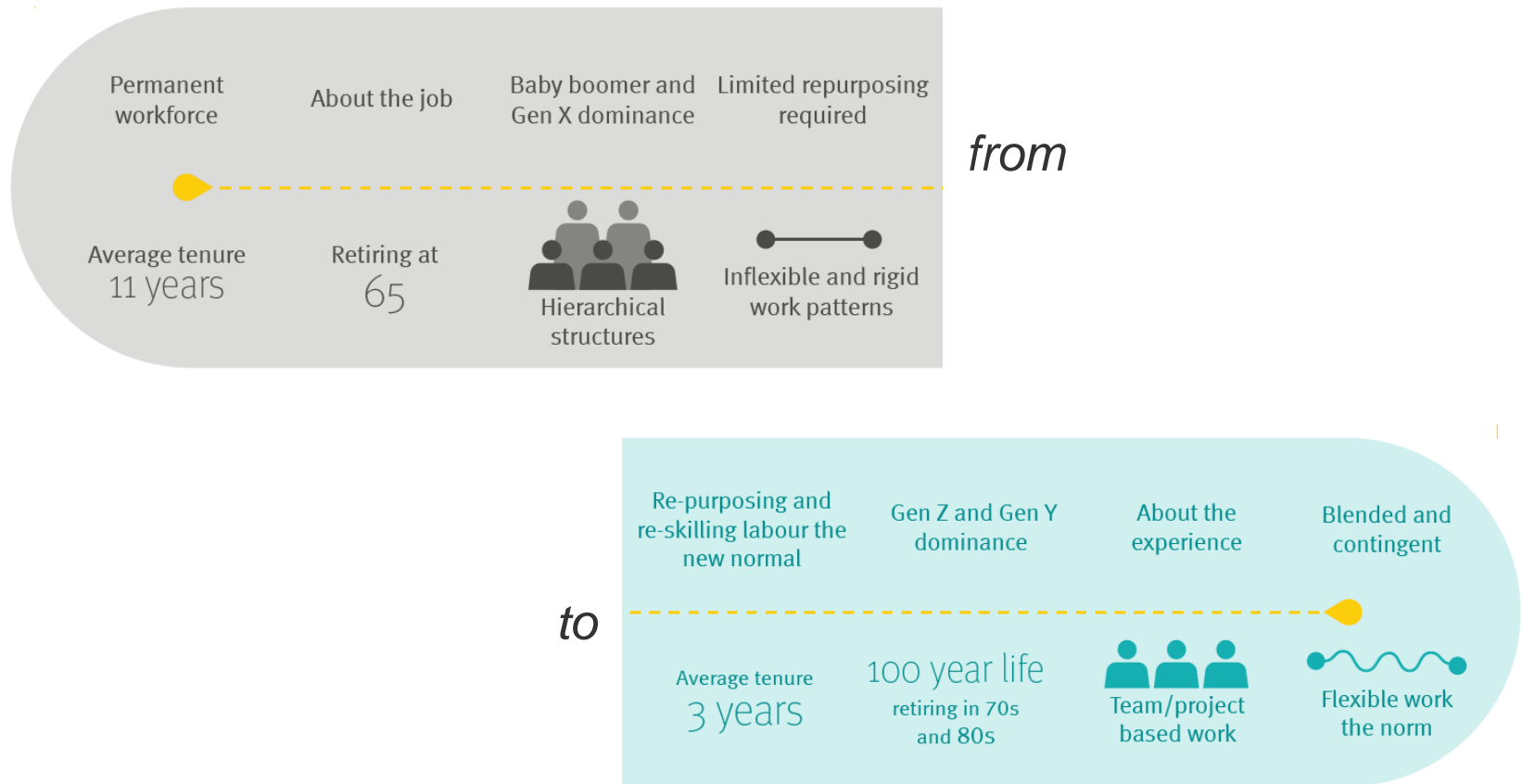
Queensland
Government

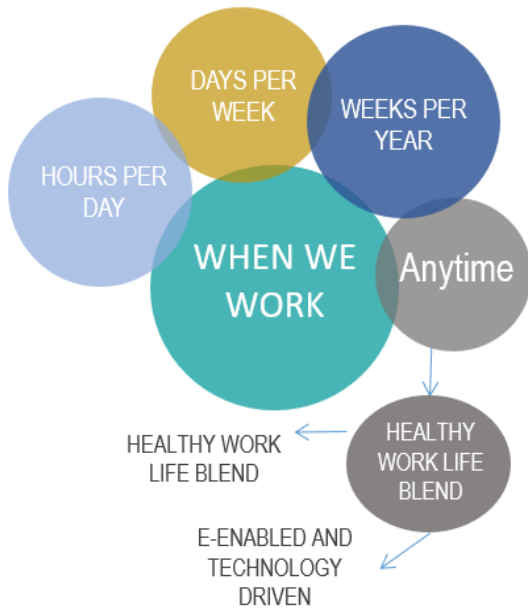
Queensland public sector Future of Work video

(press [HERE](#) to start)

Evolution

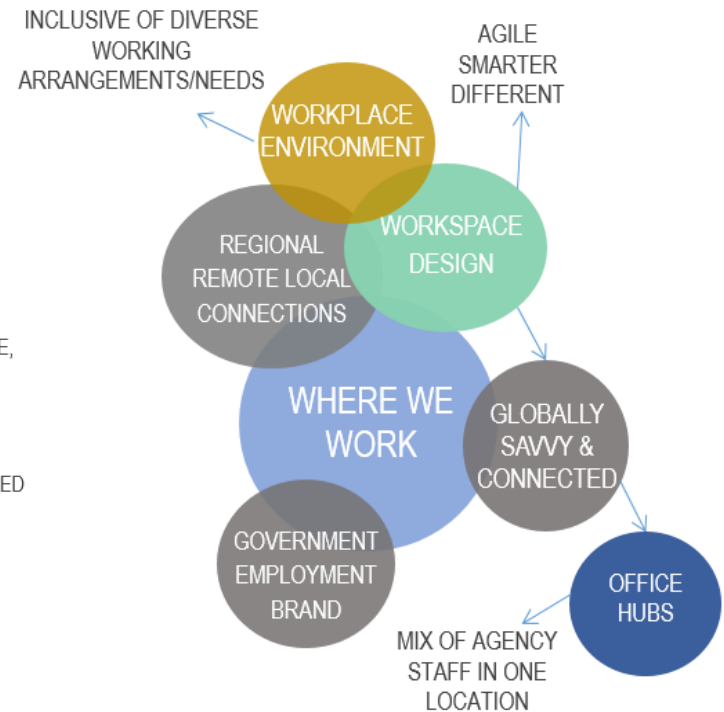
Work, workers and workplaces are changing



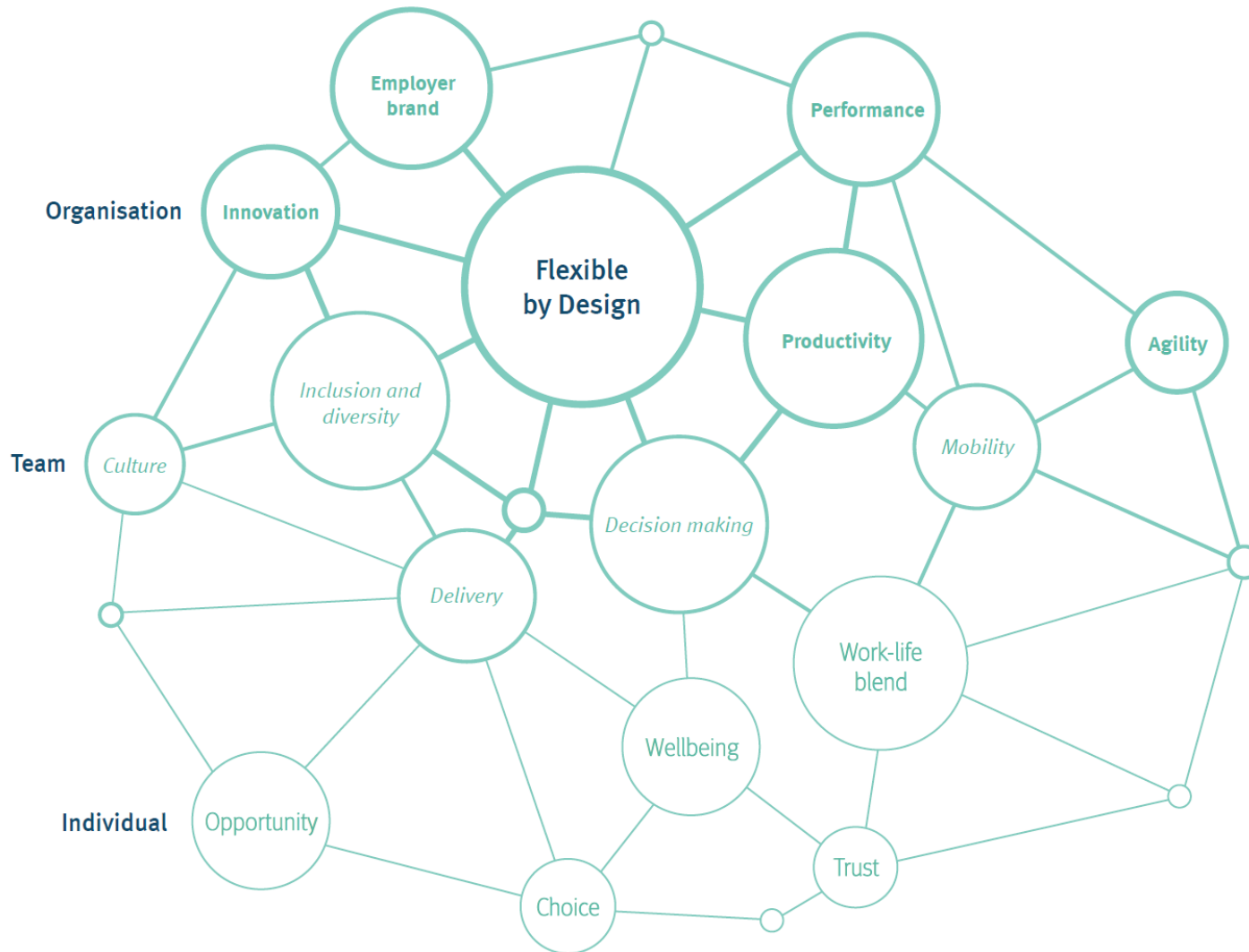


New ways of working

Approaches to flexible work are limited only by imagination



Benefits



Myths busted

Work and lifestyle measures only benefit employees with dependent children

Things are fine the way they are

Being physically at work equals commitment and performance

Given people an inch and they will take a mile

This is just a women's issue

Injuries are more likely with telecommuting

Balancing work and lifestyle gives some workers an advantage over others

There will be nobody left to do the work

We can only know outcomes when someone is at work

Balancing work and lifestyle is not for senior staff

● An evaluation



PERFORMANCE AND WELLBEING



TRUST AND FAIRNESS



Excessive hours a badge of honor

SOME FLEXIBLE WORK PATTERNS ARE NOT RESPONSIVE TO CHANGE



No time-sheet = increased trust



Part-time workers have less opportunity

Working for Queensland survey

61.6%

satisfaction with
work-life balance

28.2%

feel burned out
by their work
(\$579 million in
absenteeism
costs)

29.9%

of the sector is
part-time

Part-time up

5%

in the last 10
years

64%

of managers use
no flexibility

71%

of managers of
managers use
no flexibility

The sector's
telecommuting

2.4% vs

30%

for Australians

45% of

workforce works
flexibly in some
way

► Sector stories



Tammy is a shift worker and professional athlete preparing for the Commonwealth Games in 2018 and her outside work commitments are escalating over time.*



Kim works in dam safety which means very long hours some seasons and smaller amounts of urgent priorities in other seasons.*



Anastasia works part-time in procurement, but takes calls and checks emails outside hours and feels like she's doing a full-time role just being paid less.*

Chris is a teacher caring for a partner receiving cancer treatment which means there are many doctors appointments and needs to be close by at times.*



Flexible by Design

is about finding 'flexibility within flexibility' and transforming traditional approaches to work-life balance to meet future needs.

1.

Achieve better **organisational** outcomes by being flexible

2.

Empower **employees** to find balance, wellbeing and bring their whole selves to work

3.

Reduce bureaucratic **process** and increase mobile technology to enable flexibility

► Supporting products

Managers guide to encouraging flexible work conversations

Evaluation of flexible work practices executive summary

Flexible work myths

Flexible work agreement template

How, when and where we work

Leaving loudly

Right to request facts

Guide to considering requests for flexible work

Management by outcomes

Smart Jobs is changing

Full-time not the default

Job-type option	Description	Online (e.g. SEEK) advertising categories
Flexible	Multiple flexible work options are up for discussion	Full-time, part-time
Flexible full-time	Full-time hours only, however other flexible work options are up for discussion	Full-time
Flexible part-time	Only available for particular hours, but other flexible work options are up for discussion	Part time
Full-time	Full-time hours only and no other flexible work options are available	Full-time
Part-time	Only available for particular hours and no other flexible work options are available	Part-time

► Get involved

Share proudly

Leave loudly

Give new a go

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