

Strategy 4.

Flexible working arrangements

This strategy is about reviewing current working arrangements to check they are meeting the requirements of workplace, employee, and client. This strategy is most useful when it includes consideration of job design.

- Variations to work hours
- Apportioning wages
- Job share arrangements
- Working from home
- On site child care/assistance with travel for child care

Activity

1. Identify job roles where flexible working arrangements may assist with retention

2. Discuss the negotiable and non-negotiable aspects of current working arrangements for that role

3. Consider the implications of changing negotiable components from the perspective of:

- Current industrial arrangements

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- Client needs and preferences being met

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- Business viability for your organisation

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