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FLEXIBLE WORKING

Employees: making flexibility work for everyone

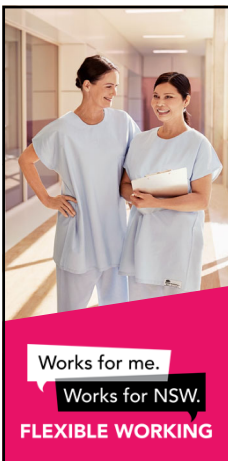
What is flexible working?

- Flexible working is about rethinking the where, when, how and who of how work is done, *in a way that maintains or improves service delivery for the people of NSW.*

- It does *not* mean every role, or every individual, can or should (or has to) work flexibly.

- However, the govt. sector needs to 'embed' flex working by 2019.

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Current state

Activity: stand up, sit down

1. Employee or agency?
2. Business accommodation or business imperative?
3. Managers reactive or active?
4. Do reasons matter?
5. Does flexibility operate as a two-way street?
6. Does performance matter?
7. Individual or team-based?

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What needs to change?

An 'embedded' culture sees flexibility differently

What problems can flexibility help us address at our agency?

And to make it happen, what needs to change?

- About us?

- About our teams?

- About the organisation?

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Your role as employees

Communicate needs

About the team

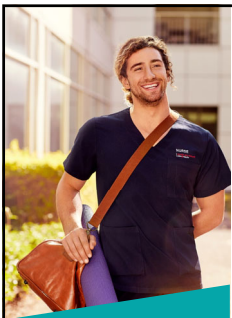Manage your time

Support remote colleagues

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Slide on policy/IR framework

Can include content based on what is frequently asked about policy and invite questions/answers

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How do we change?

- On an individual level
- On a team level
- As an organisation

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Support and resources

- Skills check – what are our strengths and areas for improvement?
- Can we collaborate and champion given areas?
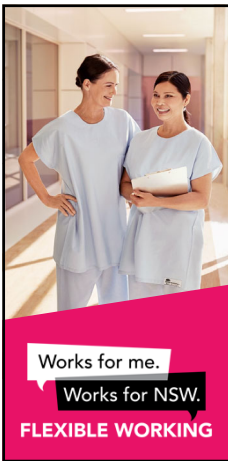- What other resources are available?

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Team-based flex

- **What is it?**
- **How to do it: start with scheduling a team meeting to discuss it**
- **'Rules of the road'**
- **Check ins**
- **Use your performance plans and business plans to measure progress**
- **Support available: team-based toolkit**

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Think, pair, share

- A handout is now going around with some typical scenarios.
- Find a partner, and pick two scenarios to discuss (any two).
- After 5 minutes, we'll re-group and share what you could do

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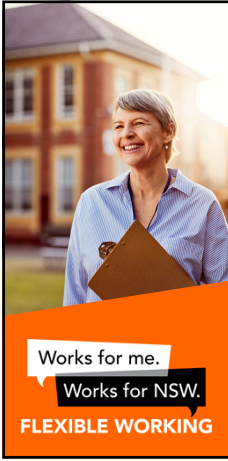
And, finally

Be the CHANGE
you wish to see in
the WORLD
–Gandhi

Thank you!

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