

# Job share model: Hybrid

## Case Study



*"I really strongly believe that there are a lot of women out there like me who've got so much experience in the workforce but aren't being given any opportunity to come back in."*

*Charmion Rowe is in a job-share arrangement at the Department of Family and Community Services, as a Business Support Assistant in the Tenancy Team for Housing.*

### How the role works

While officially both partners are responsible for all tasks, Charmion and her job share partner have divided up much of the role so that they mostly have different responsibilities, yet still share some of the tasks assigned to their role. In this way, it is a hybrid arrangement. Charmion says they both decided it was easier to manage the role that way, knowing that one person is responsible for specific tasks and helping them to avoid duplication. Charmion works three days a week and her job share partner works two days.

They have been working as job share partners for 12 months. Both Charmion

and her job share partner have worked in various roles on and off in the same work area for about four years, but never in a job share arrangement before. Job share was suggested by Charmion's job share partner, at a time when Charmion was not working for FACS but was interested in some part-time work. Her partner asked Charmion if she would be interested, then put in a formal proposal for approval by the team leader and HR.

### Handover when there are no crossover days

Because they work on different days of the week, Charmion and her job share partner have set up their own systems for handover and managing their work in a way that is seamless for their team. To keep each other informed of what they have been working on, or what they each need to know about, they send each other a simple update email at the end of their individual working week.

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Mon	Tue	Wed	Thur	Fri
Charmion	Charmion	Charmion	Sasha	Sasha

Information sharing with their team leader or the team is generally done in an ad hoc way, involving whichever member of the job share partnership is in the office at the time. Occasionally, when the workload requires, Charmion's job share partner will work for two hours on one of Charmion's days, so they can collaborate on more complex tasks, or complete a more detailed handover face to face.

### Balance for better

As a mother of three children, job sharing helps Charmion manage her home life. She says she has more energy when she comes back to work on a Monday and she is more relaxed, not having to work full-time but still wanting to stay in the workforce. Charmion says that working in a team with another person is motivating. "It can work really well and help you feel really good about your job," she said.

She also enjoys the accountability aspect of job share, as she feels motivated to get all her work done so that it doesn't end up being her partner's responsibility.

### Job share as a vehicle for career progression

However, Charmion would like to see more demanding roles available as job share, as she feels she and her partner have demonstrated how well it works.

Charmion notes that there have been roles advertised that she knows she is qualified for, but that when she enquired, she was told they could not be offered as a job share arrangement.

According to the Australian Bureau of Statistics, women have consistently represented the greater share of underemployed workers. As of September 2018, women made-up 60.1% of all underemployed, while men made-up 39.9% of the underemployed.

"I really strongly believe that there are a lot of women out there like me who've got so much experience in the workforce but aren't being given any opportunity to come back in. And it's just lost out there. If you could get two women with years of experience together, they would do a job equally as well, if not better than one person, due to the diversity of knowledge and skills each could bring to the role", Charmion said.