

**From:** [REDACTED]  
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**Subject:** The Gap Between Flexible Workplace Policies and Reality

## **Balancing Work and Family Life**

### **The gap between flexible workplace policies and reality**

As a NSW Public Service Association Central Councillor and Public Servant I have been told about and have experienced a gradual deterioration in the way flexible workplace policies are being applied. Whilst these government policies have remained essentially the same for the last ten years and read very well, there is no longer an expectation that the spirit of these policies will be followed.

For example in 1998 I commenced a job share arrangement in a public sector management position. This job share lasted for more than a year and was so successful that it was cited in a document published by the NSW Premier's Department in 2000 titled "Strategies for Flexible Workplace Arrangements". The document was accompanied by Memorandum No 2000-10 from the Premier recommending such flexible workplace arrangements to all Public Sector CEOs.

Several years later, due to Carer responsibilities, I once again asked to job share the same position. I was advised by new management that my position was too senior to job share.

Such blatantly inconsistent decision making undermines the relevance of these policies. Whilst the Public sector once led the way with Flexible Workplace Practices in reality it now lags well behind the Private sector.

In recent times certain Public Sector positions have been advertised with no designated location. The aim of this is to create a more mobile Public Service because the expectation is that people can be moved when ever the employer wants. Whilst this type of approach may be acceptable in certain extreme cases it cannot become the standard if we expect to employ people who have family responsibilities. At a time when the private sector is realising that it must provide a degree of support for those with family responsibilities the Public Service is actively undermining the conditions which provide that support.

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