

Appendix 5

Changes to rosters and hours of work in APS enterprise agreements

Source: CPSU, answer to questions on notice, 11 November 2016 (received 18 November 2016), www.aph.gov.au/Parliamentary_Business/Committees/Senate/Education_and_Employment/APS_Bargaining/Additional_Documents.

The table below provides information about proposed or actual changes to conditions that relate to matters raised [at the public hearing on 11 November 2016] on three occasions:

- the impact of proposed agreement changes on encouraging women into the workforce and making conditions favourable to the recruitment and retention of women employees (Senator Moore to the CPSU Bargaining Team panel –p36)
- in response to comments by Mr Lloyd that there has been no removal of conditions around employee flexibility on rosters and hours of work (Senator Moore / Mr Lloyd p47)
- Mr Waters offer to provide evidence that there had been changes to people’s entitlements in response to Mr Lloyd’s comments (Senator Moore / Mr Waters pp 55-56)

The information provided below is by way of example. It is not a complete list of cuts to employee rights with respect to employee flexibility on rosters and hours of work. Examples are provided from 20 Agencies involved in this bargaining round and DHS is addressed separately. Cuts identified below include:

- Removal of the right to access part time work on return from parental leave
- Removal of clauses that provide positive support for employees seeking flexible working arrangements such as part time work
- The National Museum of Australia (and others) have proposed that overtime for part time employees be paid at single time until full time hours are worked. 70% of NMA staff are women and 36% of all staff are part time. The effect of this provision is that overtime hours worked by part time staff in these circumstances have a lower effective rate of pay than equivalent full time staff. This is because the overtime hours do not accrue superannuation or leave.
- Domestic Violence leave has been removed from Miscellaneous Leave provisions in enterprise agreements.
- Removal of notice requirements for rotations between work locations.
- Removal of provisions providing access to persona leave to support elderly parents.
- Provisions that allow part time hours to be varied by the agency without employee agreement.
- Reductions in the amount of unpaid leave an employee has an entitlement to access for parental leave purposes.
- Removal of rights for an employee to revert to full time employment before the end of the term of a part time agreement.

Employer	Current EA provision (by clause reference)	Proposed / New EA provision (by clause reference)	Summary
CSIRO	<p>75. PART-TIME/JOB SHARE ARRANGEMENTS (a) Definition – A part-time officer is an member of staff who:</p> <ul style="list-style-type: none"> · works less than ordinary hours of duty (36 3/4 hours) per week; · has specified hours of work; and 	<p>(Voted down November 2016. First “No” vote in CSIRO history)</p> <p>52. PART-TIME WORK ARRANGEMENTS 52.1 Definition – A part-time officer is a member of staff who:</p> <ul style="list-style-type: none"> • works less than ordinary hours of duty (36 3/4 	<p>Requirement for agreement in writing is removed. Requirement that no pressure be exerted on staff to convert to part-time or to transfer to another position is removed. Requirement that part time work can only be varied by agreement is</p>

<p>· receives on a pro rata basis, equivalent pay and conditions to those of full-time officers of equivalent classification.</p> <p>(b) Agreement in writing – Prior to commencing part-time work, CSIRO and the officer shall agree in writing on a regular pattern of work, specifying the hours worked each day, which days of the week the officer will work, the actual starting and finishing times each day, and whether the part-time work is for a specified period. No pressure will be exerted on fulltime officers to convert to part-time work or to transfer to another position to make way for part-time work.</p> <p>(c) Variation – Any part-time work arrangement may be varied by agreement. Such variation shall be recorded in writing.</p> <p>(d) Rate for ordinary and additional hours worked – A part-time officer shall be paid for ordinary hours worked at the rate prescribed for the officer’s classification. Additional hours may be worked in accordance with Clause 24.</p> <p>(e) Consideration of officer initiated proposals – Officer initiated proposals for part-time work will be considered promptly and with due consideration for the reasons put forward by the officer in support of the proposal. Such consideration will be subject to operational requirements.</p> <p>However, if after maternity leave a female officer proposes to return to work on a part-time basis, her proposal should be approved unless there are strong reasons for not doing so.</p> <p>Having an operational need for a full-time person is not, of itself, an acceptable reason for denying an application for part-time work.</p> <p>Where management receives a part-time or job share proposal in writing from an officer, any</p>	<p>hours) per week;</p> <ul style="list-style-type: none"> • has specified hours of work; and • receives on a pro-rata basis, equivalent pay and conditions to those of full-time officers of equivalent classification. <p>52.2 Rate for ordinary and additional hours worked – A part-time officer shall be paid for ordinary hours worked at the rate prescribed for the officer’s classification. Additional hours may be worked in accordance with clause 18.</p>	<p>removed. Requirements for staff initiated part-time proposals to be considered and the process to do so are removed. Right of reversion for full-time staff having entered part-time work arrangements is removed.</p>
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	<p>rejection by management must be justified in writing to the officer concerned.</p> <p>(f) Reversion – Where a full-time officer has entered into a part-time work arrangement, the following provisions apply:</p> <p>(i) Where the arrangement is for a specified period, the officer will revert to full-time employment at the expiry of the specified period in the absence of an agreement for the arrangement to continue or be otherwise varied.</p> <p>(ii) Where the arrangement is not for a specified period, and the officer wishes to revert to full-time employment, the officer will notify CSIRO. CSIRO will revert the officer to full-time status as soon as practicable.</p>		
<p>DSS (formerly FaHCSIA)</p> <p>(NB: The DSS was established during negotiations for an EA as the result of a Machinery of Government change)</p>	<p>Family Violence / Domestic Violence leave c7.65 access to miscellaneous leave for family violence reasons</p> <p>Part-time work Part-time work c5.20-5.22 - Removes detail regarding content of part time agreements and detail regarding varying or ending agreement</p>	<p>(Voted up September, 2015)</p> <p>No equivalent provision</p> <p>No equivalent provision</p>	<p>Cut: removed from replacement EA</p> <p>Cut: removed instructional detail regarding making, varying or ending a P/T arrangement</p>
<p>National Museum of Australia</p> <p>(NB: 70% of all staff are women and 36% of staff work P/T. Of</p>	<p>National Museum of Australia Enterprise Agreement 2011 – 2014</p> <p>28.2 Hours of work 28.2.1 A full-time employee's ordinary hours of work will be 7 hours and 21 minutes per day. 28.2.2 However employees agree to continue to work an additional 4 minutes as reasonable</p>	<p>(currently being voted on)</p> <p>National Museum of Australia Enterprise Agreement 2016 – 2019</p> <p>4.01 Hours of work (1) For a full-time employee, ordinary hours of work are 74 hours and 10 minutes over a 2 week period or 148 hours and twenty minutes over four weeks (the settlement period) [7:25/day].</p>	<p>Part-time employees can be directed to work overtime. Where this occurs and under this proposed clause, a P/T worker receives an effectively lower rate of pay compared to that that of a full-time employee; full time employees</p>

<p>P/T staff 40% are women) APS Statistical Bulletin 2015 - 2016</p>	<p>additional hours, on completion of ordinary hours each day, in return for two days paid time-off per year for days between Christmas and New Year which would otherwise be working days, as provided in Part 6 of this Agreement.</p> <p>31 Overtime 31.2.1 Overtime will be paid, or TOIL granted to APS Level 1 to 6 Employees, as follows: Approved time worked Overtime/TOIL rate Monday to Friday Time and a half Saturday and Sunday Double time Public holidays Double time and a half</p> <p>31.2.2 Overtime is paid, or TOIL granted, based on the actual overtime worked. Employees who are required to undertake overtime that is not continuous with ordinary duty will receive a minimum payment or TOIL of one hour. If overtime exceeds one hour, payment or TOIL reflects the actual time worked.</p> <p>31.2.3 Employees must elect to be paid salary or to access TOIL when they complete the Overtime Approval form. (a) for P/T employees, O/T is payable for actual time worked outside their agreed hours of duty</p>	<p>3.12 Overtime — general (1) Overtime is work performed: (a) outside the ordinary span of work hours on a day between Monday to Friday (inclusive); or (b) within that ordinary span of work hours, but in excess of 10 hours in any one day; or (c) on a Saturday, Sunday or public holiday. (2) In addition to subclause (1), for part-time employees, work outside their agreed hours of duty up to 37 hours and 5 minutes per week, but within the ordinary span of hours, is paid on an hour for hour basis at the ordinary rate. If there is a break of 30 minutes between their agreed hours and any additional hours 3.12.3 Subject to section 62 of the FW Act, an employee may be directed to perform overtime.</p>	<p>receive the O/T rate. A P/T employee will only receive O/T for additional hours worked where the employee works beyond the 0700 – 1900 bandwidth and or the employee reaches full time hours of 37 hours 5 minutes. This proposal means that a P/T employee can be directed to work additional hours, noting the above, at the single hour rate where a F/T employee is subject to no such restriction.</p>
<p>DAWR</p>	<p>20.5 Work Rotation for Biosecurity Operations Employees For Biosecurity Operations staff, reasonable notice in relation to work rotation will normally be regarded as four weeks, where operationally possible.</p>	<p>(fourth vote opened 16/11/2016, will close 8:00 pm AESDT 19/11/2016) No equivalent provision exists for biosecurity employees. General roster provisions require post-decision consultation.</p>	<p>Cut: removed reasonable notice of work rotation generally regarded as four weeks. Large numbers of bio-security staff are working mothers who rely on adequate notice for effective work / life balance</p>
<p>ATO</p>	<p>ATO Enterprise Agreement 2011 (AG2011/13473)</p>	<p>(Second EA rejected in all-staff vote of April 2016) ATO Enterprise Agreement 2016</p>	<p>Removed. An employee's can revert to</p>

	Regular Part time Employment 85.15 A full time employee permitted to perform their duties on a part time basis for an agreed period may, if circumstances alter before the expiry of the agreed period, revert to full time duties as soon as practicable, but no later than the expiry of the period.	No equivalent provision.	F/T hours before expiry of the agreed term a.s.a.p (but not later than the agreed expiry date). Under the proposal, an employee who may need full time wages may be at a financial disadvantage no longer being able to revert to F/T hours.
DFAT	<p>Department of Foreign Affairs and Trade Enterprise Agreement 2011-2014 (AG2011/10758)</p> <p>3.1 iii. in considering requests for access to work-life balance provisions (e.g. leave or part-time employment), supervisors are required to take into account the views and interests of employees and endeavour to achieve mutually acceptable outcomes;</p> <p>3.6 The department acknowledges The department is committed to providing opportunities for employees at all levels to work on a regular part-time basis, <i>especially parents of children under five years of age. Accordingly, employees will be entitled to apply for and have access to part-time work</i>, including job-sharing, subject to the terms of paragraph 3.7*.) For part-time employees, remuneration and other benefits will be calculated on a pro rata basis, with the exception of those allowances of a reimbursable nature, in which case part-time employees will be paid in full. The workload will be adjusted to reflect the hours of the permanent part-time employee, as per HRM guidelines.</p> <p>(*3.7 P/T work possible in another area which can support P/T – CPSU emphasis</p>	<p>(Voted up December, 2015) Department of Foreign Affairs and Trade Enterprise Agreement (AG2015/7443)</p> <p>31. Flexible Work Arrangements 31.1. Employees may request flexible work arrangements. Access to flexible work arrangements in Canberra and State and Territory Offices should be presumed suitable, <i>unless there are operational reasons</i> as to why this may not be possible.</p>	<p>Cut: Right to return to P/T hours</p> <p>New test for employer refusal is determined on “operational reasons”.</p>
NBA	National Blood Authority Enterprise Agreement	(Voted up December, 2015)	Cut: removed guaranteed access to P/T

	<p>2011-2014 AG2011/9993</p> <p>Part time work 62. Employees returning from maternity or parental leave <i>will be provided</i> with access to part-time work for a period upon application.</p>	<p>National Blood Authority Enterprise Agreement 2015-2018 (AG2016/2035)</p> <p>D2 Flexible working arrangements 36. An employee may request flexible working arrangements in accordance with section 65 of the FW Act.</p>	<p>work following a period of parental leave</p>
RA MINT	<p>ROYAL AUSTRALIAN MINT ENTERPRISE AGREEMENT 2011-2014 (AG2011/12645)</p> <p>6.11.3. All employees returning from parental leave (including Maternity, Supporting Partners, Adoption and Foster Parent Leave) <i>will have access to part-time work</i> in accordance with Clause 5.3 until the child has attained school age.</p>	<p>(Voted up February, 2016) Royal Australian Mint Enterprise Agreement 2016 – 2019 AG2016/2419</p> <p>4.2. Part-time work 4.2.1. The Chief Executive Officer may approve reasonable requests for regular part-time work, subject to operational requirements. These requests may be initiated by a manager or by an employee and may be varied from time to time with agreement by both parties.</p>	<p>Cut: removed guaranteed access to P/T work following a period of parental leave</p>
AIHW	<p>Australian Institute of Health and Welfare Enterprise Agreement 2012 - 2014 (AG2012/11590)</p> <p>Flexible work arrangements for parents 1.77 Employees returning directly from Maternity, Parental Leave or Adoption Leave or Foster Leave <i>will be provided with access to regular part-time work upon application in writing</i>. This entitlement will be available for two years from the date of birth or, in the case of adoption or fostering, from the date of placement of the child. The employee may choose to return to full-time work within that period. If they do so, any subsequent changes to working hours would be by agreement</p>	<p>(Voted up September, 2016) Australian Institute of Health and Welfare Enterprise Agreement 2016 (AG2016/5794)</p> <p>Flexible work arrangements for parents 139. In addition to the provisions of the <i>Fair Work Act 2009</i> that permit employees to request a change in working conditions, an employee who has completed at least 12 months of continuous qualifying service and has responsibility for the care of a child under school age or a child under 18 who has a disability will be provided with access to regular part-time work where the requested work pattern is at least three full-time days (that is, three days of 7 hours 25 minutes) or no less than 25 hours per week spread over four or five days. 140. Where an employee as described in the preceding clause requests a work pattern that is less than three</p>	<p>Cut: removed guarantee to access regular P/T work following a period of parental leave.</p>

	between the employee and their supervisor.	full-time days or less than 25 hours per week spread over four or five days, the request for part-time hours will be subject to approval in accordance with legislation and clauses 68-7~ of this agreement.	
Administrative Appeals Tribunal	<p>Administrative Appeals Tribunal EA 2011</p> <p>Part time work Employment 283. Employees returning from Maternity or Parental Leave will be provided with access to PTE for a period of 3 years upon application. Applications for part time employment beyond the initial 3 year period will be considered in line with the Part-Time Employment provisions under this Agreement.</p>	<p>2nd offer to go to a vote (vote underway now)</p> <p>Part time employment 147. An employee returning to duty from Maternity Leave will have access to part-time employment for up to 3 years from the birth of the child in accordance with the agreed pattern of hours (see clause 141). Further applications for part-time employment will be considered in line with the part-time work provisions of this Agreement.</p>	New restriction which calculates the duration of P/T working arrangements from the birth of the child rather than from the employee's return to work.
BoM	<p>Bureau of Meteorology Enterprise Agreement 2011-2014 (AG2011/14281)</p> <p>Return to work after parental leave 74.7 On ending parental or maternity leave, an employee is entitled to return to:</p> <ul style="list-style-type: none"> the employee's pre-parental/maternity leave duties; or if those duties no longer exist, to another available position for which the employee is qualified and suited at the same classification and pay as applied pre-parental/maternity leave. However, where this is not possible, the Agency Head must employ the employee in available duties that are nearest in status and remuneration to the duties referred to in this clause. <p>For the purpose of this clause, duties means those performed: (a) if the employee was moved to safe duties because of the pregnancy – immediately before the move; or</p>	<p>(2nd offer rejected in all staff vote of March, 2016)</p> <p>Bureau of Meteorology Enterprise Agreement 2016-19</p> <p>D1 Working Flexibly D 1.1 This Agreement includes a range of workplace arrangements designed to provide employees with flexible working and leave measures to assist in balancing their work and personal lives. These measures also support employees with family responsibilities and mature aged employees</p> <p>Return to Work after Parental Leave E 8.9 On ending any form of parental leave, employees have the return to work guarantee and the right to request flexible working arrangements that are provided by the FW Act.</p>	Cut: removed guaranteed access to P/T work on return from a period of parental leave (parental, foster, adoption and maternity leave)

	<p>(b) if the employee began working part-time because of the pregnancy – immediately before part-time employment began; or</p> <p>(c) otherwise – immediately before the employee commenced maternity or parental leave.</p> <p><i>74.8 Notwithstanding the above, an employee returning to duty from parental, foster carer's, adoption and maternity leave will, on application by the employee, be given access to part-time employment. If the duties referred to above cannot be performed on a part-time basis, the Agency Head must provide other part-time duties at the same classification and pay or, where that is not possible, part-time duties that are nearest in status and remuneration to the duties referred to above.</i></p>		
AGD	<p>Attorney-General's Department Enterprise Agreement 2011 (AG2011/12133)</p> <p>No equivalent limitation</p>	<p>(offer rejected May 2016 – 61.2% No vote) Proposed Attorney-General's Department Enterprise Agreement 2016</p> <p>Clause 4.06(5) Employee initiated part-time work arrangements must be reviewed at a frequency no longer than every 12 months</p>	<p>Employees will now be required to obtain approval to extend part-time employment arrangements beyond 12 months.</p>
Department of Finance	<p>Finance Enterprise Agreement 2011-2014 (AG2011/10544)</p> <p>Clause 123 – Caring for Elderly Parents The Secretary will support the use of an Employee's personal leave credits to care for elderly parents in accordance with the personal leave provisions set out in clause 122, in support of the ageing Australian population.</p> <p>Clause 121 – Purchased additional annual leave Purchased leave may be taken at half pay</p>	<p>(Voted up December, 2015) Department of Finance Enterprise Agreement 2015-2018 (AG2015/7527)</p> <p>No equivalent provision</p> <p>Clause 17.9 (b)- Purchased additional leave. Purchased leave must be taken at full pay unless otherwise approved by the delegate as an exceptional</p>	<p>More difficult to access personal Leave for this purpose.</p> <p>More difficult to access Purchased leave at half pay.</p>

	<p>Clause 102 – Flexible working requests for parents The Secretary will seek to accommodate the part-time work requests of parents up until the child is of school age.</p>	<p>circumstance.</p> <p>Clause 21.7(a) – Return from parental leave. Prior to an employee returning from parental leave the manager will discuss with the employee their return to work, including any request for part-time work.</p>	
<p>Department of Defence</p>	<p>Defence Enterprise Collective Agreement 2012-2014 (AG2012/4554)</p> <p>Clause H4 – Employment support for partners. Where an employee is relocated in the interests of Defence and their partner chooses to relocate with the Defence employee, Defence will assist that partner to identify potential Defence or other APS employment opportunities in the new location. This support is also provided to partners of ADF members.</p>	<p>(2nd offer rejected in all staff ballot May, 2016 54.9%) Proposed Defence Enterprise Agreement 2016-2019 rejected in employee vote on 4 May 2016.</p> <p>No equivalent provision. <i>[Just reinstated in a proposed EA to be voted on shortly]</i></p>	<p>Removal of commitment to ameliorate the financial disruption associated with relocation.</p>
<p>Department of Employment NB. Machinery of Government change established two new agencies in place of former DEEWR; Education and Training, and Employment</p>	<p>DEEWR Enterprise Agreement 2011 – 2014 (AG2012/1881)</p> <p>Clause 134. Where agreement cannot be reached on the pattern of ordinary hours the issue should be resolved in accordance with the Dispute Resolution procedures of this Agreement. While the dispute is being resolved the employee will work a Standard Day.</p> <p>Clauses 117 and 120 (Part-time employment) 117. The department and an employee may enter into part time employment arrangements. A full time employee cannot be compelled to work part time.</p> <p>120. The terms of a part time agreement cannot be varied without the agreement of the employee and the Secretary. This includes reversion or</p>	<p>(Voted up February, 2016) Department of Employment Enterprise Agreement 2016-2019 (AG2016/414)</p> <p>Clause 80. An employee’s pattern of ordinary hours should be agreed between the employee and their manager. These agreed hours may on occasions need to be varied by either the employee or the manager to accommodate operational or personal requirements. In the event that agreement cannot be reached, a manager may direct an employee to work a standard day, or for part time employees, ordinary hours as per their part time arrangement, or for rostered employees, ordinary rostered hours.</p> <p>No equivalent provisions in new EA.</p>	<p>Where agreement could not be reached on a pattern of working hours an employee could seek resolution through the dispute resolution provisions of the EA. This option is no longer available under the new EA.</p> <p>Removed there be no variation to hours of a P/T agreement with the employee’s consent. This removal extends to</p>

	conversion to full time arrangements before the originally agreed date. Any request for review by the employee will be considered within one month. Part time hours can be varied by agreement between the employee and the manager on a short term basis to facilitate access to training or other departmental opportunities. At the end of the part time agreement the employee can either return to full time work or apply for a further period of part time employment.		insulating an employee from being compelled onto full time hours before the expiry of an agreed P/T working arrangement. Working women with caring responsibilities rely upon the predictable nature of working hours that the previous EA provided.
Department of Education and Training (DET)	DEEWR Enterprise Agreement 2011 – 2014 (AG2012/1881)	(voted up March 2016) Department of Education and Training Enterprise Agreement 2016 – 2019 (AG2016/687)	Removed there be no variation to hours of a P/T agreement without the employee’s consent. This removal extends to protecting an employee from being compelled onto full time hours before the expiry of an agreed P/T working arrangement. Working women with caring responsibilities rely upon the predictable nature of working hours that the previous EA provided.
NB. Machinery of Government change established two new agencies in place of former DEEWR; Education and Training, and Employment	120. The terms of a part time agreement cannot be varied without the agreement of the employee and the Secretary. This includes reversion or conversion to full time arrangements before the originally agreed date. Any request for review by the employee will be considered within one month. Part time hours can be varied by agreement between the employee and the manager on a short term basis to facilitate access to training or other departmental opportunities. At the end of the part time agreement the employee can either return to full time work or apply for a further period of part time employment.	No equivalent provision in the new EA.	
AHRC	Australian Human Rights Commission Enterprise Agreement 2011 – 2014 (AG2011/3793)	(voted up October, 2016) Australian Human Rights Commission Enterprise Agreement 2016 – 2019 (AG2016/5476)	Removes the previous commitment of the Commission to favourably consider requests to work standard hours outside the bandwidth. Specific hours of attendance for client service-related employees of 0830 to 1700 may limit the scope of any P/T arrangement sought by an employee in a client-facing role within the hours of 0830 to 1700
	27.4 Notwithstanding subclause 27.3, standard hours may be worked outside of the bandwidth stipulated where an employee and the Commission so agree and where operational requirements may be met. The Commission recognises the importance of employees achieving	26.6 Start and finish times: Starting and finishing times within the bandwidth are to be determined by the Commission, after consultation with employee/s. To optimise effective client service supervisors may require employees (including part-time employees where this is consistent with their ordinary	

	<p>a balance between work and personal life and acknowledges that many employees have carer responsibilities. Where operational and security requirements permit, the Commission will favourably consider requests to work standard hours outside the bandwidth. Supervisors at the EL 2 level may approve their employees to work outside the bandwidth hours subject to the above requirements and in consultation with the Personnel Manager. Supervisors and employees should agree on a mutually beneficial arrangement regarding hours of work that recognises operational considerations. Agreement should be reviewed on a regular basis to ensure they are operating effectively. Where agreement cannot be reached over a request to work outside the bandwidth times it may be referred to the Personnel Manager or Executive Director for resolution.</p>	<p>hours) to attend at specific times during general business hours of 8.30am to 5pm. It is understood that these arrangements should provide employees flexibility to balance work and personal obligations subject to operational requirements of the Commission, the need for appropriate supervisory arrangements to be in place and Work Health and Safety principles.</p>	
AHRC	<p>Australian Human Rights Commission Enterprise Agreement 2011 – 2014 (AG2011/3793)</p> <p>Home based work 28.1 Where consistent with client service, the inherent requirements of the role and other operational requirements, an employee may request the Commission to approve home based work on either an on-going or temporary basis. 28.2 Guidelines for on-going arrangements, including criteria for approval, security and WHS requirements, will provide for a simple and cost effective scheme that does not compromise excellence in service and confidentiality to clients and employees. Approval for an on-going home based work arrangement may be conditional upon an employee's willingness to meet costs associated</p>	<p>(voted up October, 2016) Australian Human Rights Commission Enterprise Agreement 2016 – 2019 (AG2016/5476)</p> <p>Home based work 27.1 The President may approve applications for home based work on either an on-going or temporary basis, where consistent with client service, the inherent requirements of the role and other operational requirements. Further information can be found in the Home Based Work policy and guidelines. 27.2 Any on-going or temporary arrangement may be terminated by the President for reasons such as ineffectiveness of the arrangement, or failure of the employee to comply with requirements. Where the President has decided to terminate an arrangement, the employee concerned shall be given reasonable notice of the termination.</p>	<p>Removes the previous guarantee that approval of a request for home based work where it is agreed between the employee and the Commission at the outset that the arrangement is for a short and fixed period only.</p>

	<p>with necessary modifications to the home based site.</p> <p>28.3 Approval for home-based work shall be subject to client service and operational needs being met after consideration of the effect of the proposal on individual workloads and the work area as a whole.</p> <p>28.4 A temporary arrangement may only be approved where it is agreed at the outset that it is for a short and fixed period only. The arrangement may only be approved where it is capable of implementation at minimal or no cost to the Commission. Any request for remote access at home or other locations is to be approved by the Executive Director.</p> <p>28.5 Any on-going or temporary arrangement may be terminated by the Commission for reasons such as ineffectiveness of the arrangement, or failure of the employee to comply with requirements. Where the Commission has decided to terminate an arrangement, the employee concerned shall be given reasonable notice of the termination.</p> <p>28.6 The Commission may approve for an employee to work from home whilst recovering from an injury/illness or where there are short term carer responsibilities in exceptional circumstances.</p>		
AIATSIS	<p>Australian Institute of Aboriginal and Torres Strait Islander Studies Enterprise Agreement 2012 - 2014 (AG2012/5084)</p> <p>46 - Employees returning to work after the expiration of fostering, adoption and or maternity leave, or those who have responsibility for a dependant under 18 years who has a disability, may apply for part time work in cumulative</p>	<p>(no vote conducted yet)</p> <p>Australian Institute of Aboriginal and Torres Strait Islander Studies Enterprise Agreement 2016 – 2019</p> <p>34 - Employees returning from Maternity, Parental or Adoption/ Foster Care Leave will be provided with access to part time employment, upon application, until the child reaches three years of age. Thereafter, an employee may request flexible working arrangements in</p>	<p>Right to return to part-time work following a period of parental leave is reduced by 2 years from 5 to 3 years.</p>

	periods up to a maximum of five years from the date of commencement of part time work.	accordance with the Fair Work Act.	
ARPANSA	<p>ARPANSA Agreement 2011 - 2014 (AG2011/14176)</p> <p>80. Parental Leave 80.1 Application: In addition to any paid parental leave prescribed in the sub-clauses below, employees will be entitled to a <i>maximum of 24 months unpaid parental leave.</i></p>	<p>(no vote conducted yet) ARPANSA Agreement 2016 - 2019</p> <p>81. Parental Leave 81.4 An employee is entitled to 52 weeks leave of absence for each confinement. An employee, on ending the initial 52 weeks leave, may request an extension of unpaid parental leave for a further period of up to 52 weeks. The second period of unpaid leave is to commence immediately following the initial 52 weeks leave period. An employee may apply to alter the dates and/or the duration of an absence at any time provided the following conditions are satisfied:</p> <ul style="list-style-type: none"> • where an employee on maternity leave applies for, and is eligible for that leave, the application will be granted; • an employee who is pregnant is required to be absent from duty six weeks before the expected date of confinement until six weeks after the actual date of birth of the child, unless the employee provides a doctor's certificate declaring that the employee is fit to either continue or return to duty and the CEO gives permission in writing. 	<p>Removes the current EA guarantee of access to a total of 24 months unpaid parental leave. The proposed EA reflects the NES which provides a right to request, (not a right to access), the additional 52 weeks unpaid leave comprehended in the current EA. This means the proposal does not guarantee access to the second half of unpaid parental leave.</p>
DVA	<p>DVA Enterprise Agreement 2012-2014 (AG2011/14169)</p> <p>271 Where an employee is personally available to return to full-time work and requests to do so before the end of an agreed period, the employee will have a right to revert to full-time employment.</p>	<p>DVA Enterprise Agreement 2015-2018 (AG2015/7082)</p> <p>132 The manager and the employee may agree to vary the part time work agreement, including a reversion to full time hours, before the end of the agreement.</p>	<p>An employee no longer has a right to revert to full time employment before the end of an agreed period of part time employment.</p>