

**SENATE EMPLOYMENT, WORKPLACE RELATIONS AND EDUCATION
LEGISLATION COMMITTEE**

**2005-2006 SUPPLEMENTARY BUDGET SENATE ESTIMATES HEARING
2 and 3 NOVEMBER 2005**

EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO

QUESTIONS ON NOTICE

Outcome 2: Higher productivity, higher pay workplace

Output Group 2.1: Workplace relations policy and analysis

Output 2.1.1: Workplace relations policy advice

Question Number: W620-06

Question:

Senator Marshall asked in writing:

DEWR has provided statistics on page 64 of *WorkChoices* on the percentage of AWAs which contained at least one provision relating to family friendly leave or family friendly flexible working arrangements in AWAs approved in 2002/2003:

- (a) Could DEWR/OEA please provide the same statistics for AWAs approved in 2003/2004 and 2004/2005?
- (b) Please detail the provision that the Department considers to be 'family friendly leave' or 'family friendly working arrangements'."

Answer:

- (a) No. The OEA has not coded AWAs approved in either 2004 or 2005. This will be done by the OEA over coming months. The AWAs approved in 2002/2003 which were coded were sampled from each of the two calendar years – 2002/2003 being 1 January 2002 to 31 December 2003.
- (b) The Department considers the following provisions to be 'family friendly flexible working arrangements'.
 - Flexible use of annual leave
 - Access to single day's annual leave
 - Purchased leave
 - Unlimited sick leave
 - All purpose paid leave
 - Paid family leave
 - Other (paid) leave for caring purposes
 - Unpaid family leave

- Extended unpaid parental leave
- Paid maternity leave
- Paid paternity leave
- Paid adoption leave
- Part-time work
- Job sharing
- Home based work
- Child care
- Make up time
- Time-off-in-lieu at ordinary rates
- Time-off-in-lieu at penalty rates
- Hours averaged over an extended period
- Compressed hours
- Flexible start/finish times
- Flexitime system in operation
- Negotiable hours of work
- Hours decided by majority of employees
- Banking/accrual of rostered days off