

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Finance and Administration Portfolio

Department of Finance and Administration

November Estimates Hearings 2003-04 – 4 November 2003

Question: 35D

Across all Outcomes and Outputs

Topic: 2003 Management Advisory Committee report

Hansard page: N/A

Written Question on Notice: 4 November 2003

Senator Carr asked:

What family friendly or work-life balance initiatives has the department introduced in, or since, the implementation of the department's most recent certified agreement?

Answer:

Finance has in place a number of work-life balance arrangements for staff through various policies and initiatives. These are outlined in the answer to Question 35 C a).

The department continues to support the following family friendly and work-life balance initiatives introduced in, or since, the implementation of the Finance Certified Agreement: flexible work hours; time off in lieu of additional hours worked; the provision of three weeks full pay per year for sick leave and carer's responsibilities (no cap on the amount of personal leave which can be taken for carers' purposes); carer's rooms in certain Finance buildings; and an Employee Assistance Program offering confidential counselling for departmental employees and their families.

In 2002, Finance developed an on-site early childhood centre, which is Fringe Benefits Tax exempt and access to which is available to all staff. The centre is operated by a specialist community-based service provider and aims to be a model of excellence and provide best practice in care and early childhood education.

Date: December 2003

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