

Senate Finance and Public Administration Legislation Committee

ANSWER TO QUESTION ON NOTICE

Parliament Portfolio

Department of the Parliamentary Library

Supplementary Estimates 2003-04, 3 November 2003

Question: P17

Topic: Family friendly or work-life initiatives.

Hansard Page/Written Question on Notice: N/A

Senator Carr asked:

In light of the MAC report, the following questions are asked of each department:

- 1) What has been the department's response to the MAC report to date?
- 2) Which issues identified in the MAC report have been identified as priority areas for the department?
- 3) What family friendly or work-life balance initiatives:
 - a) exist in the department;
 - b) are available to staff through the certified agreement; or
 - c) are contained in the certified agreement, but the granting of them in individual cases is discretionary on the part of the organisation.
- 4) 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?
- 5) With respect to certified agreement-based family friendly or work-life balance provisions:
 - a) What number and proportion of departmental staff are making use of such provisions in areas including:
 - i) purchased leave (also known as 48/52 schemes);
 - ii) negotiated part-time work arrangements;
 - iii) parental leave;
 - iv) use of information, advice or counselling services made available by the department;
 - v) departmental provision of facilities (such as family care facilities); and
 - vi) home based work.

Answer:

- 1) The department has considered the MAC report and its implications for staffing matters in the department. As the department will be abolished on 31 January 2004 (to be replaced by a new Department of Parliamentary Services which will incorporate the current Department of the Parliamentary Library, Joint House Department and the Department of the Parliamentary Reporting Staff) this department has not taken any long term decisions based on the report.
- 2) Not applicable. However, the Department of the Parliamentary Library has given family-friendly conditions of service high priority during all certified agreement negotiations.
- 3)
 - a) superflex system (ie up to 150 hours credit and 15 hours debit, with up to two weeks leave at a time);
ability to extend superflex bandwidth;
part time employment facilitated;
job sharing arrangements;
home based work;
purchased leave scheme and also ability to sell two weeks annual leave
(DPL staff also have great flexibility as to when they may take leave);
access to full personal leave credits for carer purposes, bereavement, illness, birth, adoption etc.;
employee assistance program;
Christmas shut-down; and
salary packaging.
 - b) As for (a).
 - c) all leave;
extended superflex bandwidth;
part time employment;
job sharing arrangements;
home-based work; and
purchased leave scheme and sale of annual leave.
- 4) Up to five days leave at birth or adoption (mother and father).
- 5)
 - a)
 - i) 4;
 - ii) 25;
 - iii) nil;
 - iv) 10% per annum;
 - v) rest room only (other Parliament House facilities are the responsibility of the Joint House Department); and
 - vi) nil.

(All figures are as at 21 November 2003.)