

Public Service Association of New South Wales
General Secretary: Stewart Little ♦ President: Kylie McKelvie
160 Clarence Street, Sydney
GPO Box 3365, Sydney NSW 2001



Telephone: 1300 772 679
Facsimile: 02 9262 1623
E-mail: psa@psa.asn.au
Internet: www.psa.asn.au
ABN: 83 717 214 309

In reply please quote: AK:

3 March 2017

The Hon. Gladys Berejiklian, MP
Premier
52 Martin Place
Sydney NSW 2001

Via email: office@premier.nsw.gov.au

Dear Premier,

Re: Time for Work/Life Balance

I am writing in the lead up to International Women's Day seeking a commitment from the NSW Government for there to be effective flexible work processes and procedures for NSW public servants. As you would be aware flexible work practices can go a long way in enhancing work/life balance for public servants, and can be an effective strategy in achieving gender equity.

An ability to access flexible working arrangements is a significant issue for PSA members. In February 2017, over two thousand six hundred PSA members responded to our survey on flexible work practices in the NSW public service. The survey results showed that access to flexible work is important to NSW public servants in being able to achieve a work/life balance. However, the survey revealed that achieving flexible work arrangements can be difficult for NSW public servants, with the majority of the requests being either denied or difficult to negotiate. The survey showed that while some managers were supportive, the dominant management culture in the NSW public sector is one of strong resistance to flexible working arrangements. In addition, the survey results showed that a surprisingly large number of respondents, that is 34%, were unaware they could request and access flexible work.

During last year's International Women's Day former Premier Mike Baird made a commitment to making the NSW public sector more flexible for public servants. Access to flexible work has long been a key issue for women in the workforce and as the NSW public sector is the largest single employer in NSW with a significant female majority workforce, you are in a position to improve gender equity in the state.

For these reasons the Association seeks evidence that flexible work practices are being effectively and equitably implemented at an agency level. As well as the development and implementation of a genuine strategy that improves NSW public servants access to flexible work practices. This strategy must include ways of overcoming the reluctance of NSW public sector managers in promoting and approving flexible working arrangements, as well educating public servants on their flexible work options. International Women's Day would be an appropriate day to announce such a strategy that will assist in improving gender equity in NSW.

To discuss this matter further please contact my office on 9220 0970.

Regards,



Stewart Little
GENERAL SECRETARY