

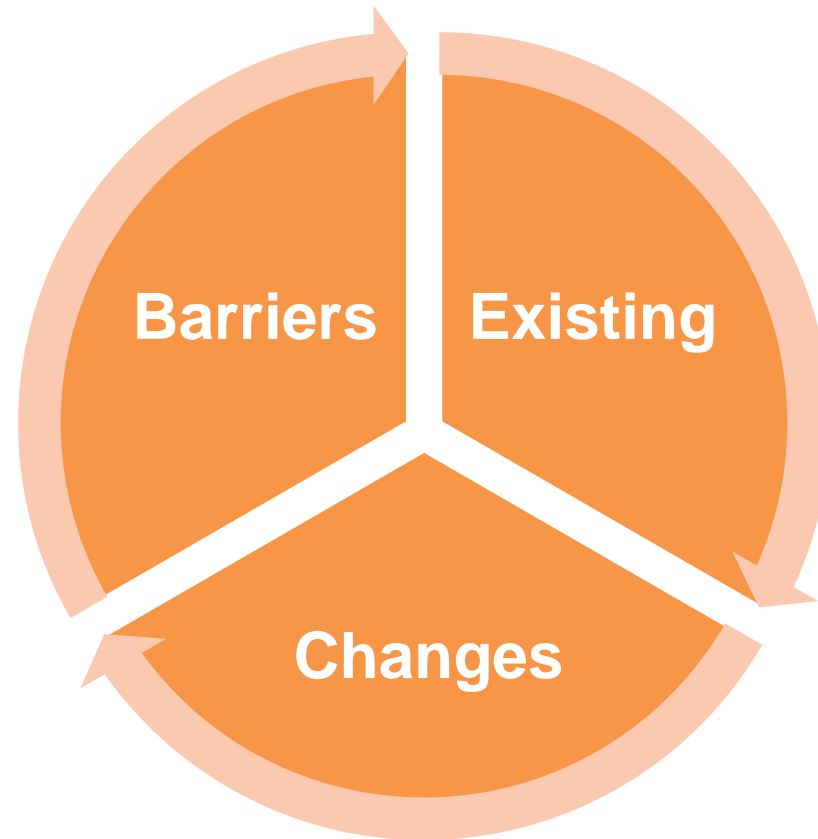


Creating flexible work arrangements in an inflexible industrial framework

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Workplace Relations

Session overview



Barriers to flexibility



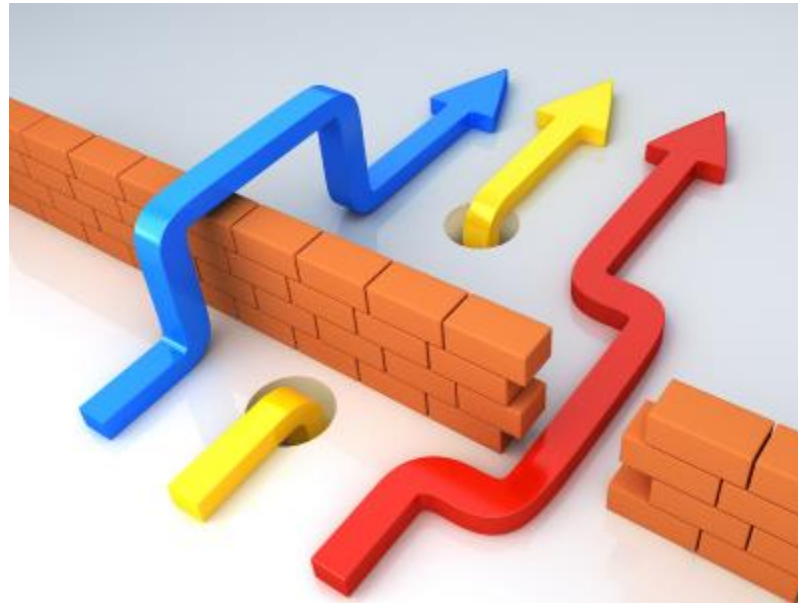
Barriers to flexibility

- Award / EA provisions:
 - Minimum engagement periods
 - Rigid part time hours clauses
 - Rostering requirements
 - Client cancellations
- Sham contracting risks
- Pressure to contain wages costs
- Attraction and retention of staff

Impact on sector

- Casualisation of workforce = instability
- Difficult to attract / retain staff = staff shortages
- Gap between funding / wages = higher client costs or commercially unsustainable
- Impact on service delivery = unhappy clients

Existing flexibilities



Existing flexibilities

- Flexibility through agreement
 - Enterprise Agreement
 - Individual Flexibility Agreement
 - Employment contract
 - Written agreement

Existing flexibilities

- Some changes can be made on notice
- Different engagement options:
 - Full time / part time / casual
 - Temporary / fixed term
 - Contractors
 - Labour hire / outsourcing / brokerage

Maximise existing flexibility

- Invest in processes and systems
- Well drafted employment / client contracts
- Consider all up rates
- Explore use of IFAs / EAs
- Utilise different engagement methods

Relief ahead?



Helpful / unhelpful changes

- Part time pattern of work
- Casual conversion
- Rostering
- Liability in the supply chain
- Adjustments to the BOOT
- New regulation of “uber” models
- Aged Care Workforce Strategy Task Force

QUESTIONS?



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