

-----Original Message-----

From: [name supplied]

Sent: Saturday, 26 January 2013 12:02 AM

To: Women

Subject: Consultation Process to develop reporting matters under the Workplace Gender Equality Act

Dear Sir/Madam,

I am a former employee of the Queensland Department of Justice and Attorney-General and before I recently became redundant, I spent a significant amount of time and energy over the past 5 years working on the Queensland Government's Work-Life Balance Strategy. I am not certain whether the Queensland Government will be providing any feedback to you given the Work-Life Balance Strategy and associated initiatives no longer have a high profile as the current government's policy priorities have led to a significant reduction in resourcing in this area.

However, I would like to advise you that in relation to the Gender Equality Indicator: "Availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees, and to working arrangements supporting employees with family or caring responsibilities", the Queensland Department of Justice and Attorney-General has a tool available that could assist employers to provide information against this indicator. It is the Flexible Work Arrangements Request (FWAR) tool and it is available at: <http://www.justice.qld.gov.au/fair-and-safe-work/industrial-relations/work-family-and-lifestyle/the-process-for-requesting-and-assessing-flexible-work-arrangements>.

The website provides that the Flexible Work Arrangements Request (FWAR) tool was developed to:

- \* Guide employees and managers through a consistent and fair process for requesting and assessing flexible work arrangements.
- \* Monitor the uptake of flexible work arrangements.
- \* Provide data on the type of flexible work arrangements that employees request, reason(s) for the request, approvals and refusals of flexible work arrangements, reasons for refusals, alternative arrangements that are considered and start, review and end dates of agreed arrangements.
- \* Set a standard of transparent negotiations.
- \* Encourage the practice of formalising flexible work arrangements to become part of the workplace culture.

The FWAR tool may be of use for those employers required to report on the above listed Gender Equality Indicator.

I sincerely hope this information is of interest to you.

Kind regards,

[Name supplied]  
Queensland