
WITHOUT PREJUDICE – THIS CLAUSE IS NOT FINAL & MAY BE SUBJECT TO CHANGE

PLEASE NOTE: THIS CLAUSE OR SUBCLAUSE SHOULD NOT BE READ IN ISOLATION, & MUST BE READ IN CONJUNCTION WITH THE ENTIRE CLAUSE AND/OR AGREEMENT

48.1 Flexible Work Arrangements – Staff with Family Responsibilities, Disabilities or Illnesses

48.1.1 The University will support flexible working arrangements for staff members who have family responsibilities, a disability, terminal illness or chronic illness.

48.1.2 Flexible work arrangements may include annualised hours, variations to their hours of work including starting and finishing times, job sharing, part-time work, working from home, variations to their duties and/or activities, variations to the allocation of their duties and/or activities, and deferred salary schemes and purchased leave arrangements.

48.1.3 A staff member who has family responsibilities may make a request in writing to their line manager or where this is not possible to Human resources, for flexible working arrangements, which the University will agree to, to assist the staff member to care for a:

a) child under 18 years of age; or
b) member of their immediate family or household who has a disability, chronic illness or terminal illness; or

48.1.4 A staff member who has a disability, chronic illness or terminal illness may make a request in writing to their line manager or where this is not possible to Human resources, for flexible working arrangements, which the University will agree to, to assist the staff member in dealing with their disability, chronic illness or terminal illness.

48.2 Flexible Work Arrangements – Other Staff

48.2.1 Flexible work arrangements may be negotiated between a line manager and a staff member not covered by subclause 48.1, in accordance with the provisions of this Agreement.

48.2.2 Flexible work arrangements may include annualised hours, variations to their hours of work including starting and finishing times, job sharing, part-time work, working from home, variations to their duties and allocation of their duties and activities, and deferred salary schemes and purchased leave arrangements.

48.2.3 Line managers are responsible for supervision of flexible work arrangements.

48.2.4 Where a staff member is aggrieved about flexible work arrangements identified in this Agreement, the matter may be dealt with through Clause 62, Dispute Resolution Procedure.