

# Let's talk about Flexible work

## What's new



An amendment to the Fair Work Act strengthens the right of employees to request a change to their working arrangements for reasons set out in the Act. These include that the employee has responsibility for a child or is a carer.



The request by the employee must be in writing and must specify the reason for the change.



An employer who refuses a request must have discussed the request with the employee, genuinely tried to reach agreement, have considered the consequences of a refusal for the employee and must have reasonable business grounds for the refusal.



The Fair Work Commission has the power to assess the case and review employer decisions.

## Flexible work in your workplace

Support the change and start the conversation about flexible work with your colleagues.

Call your Organiser and ask for further support and advice.

The legislation provides an opportunity for Australian workplaces to become the places they should be – safe, inclusive, and responsive to the flexible working needs of employees.

<https://www.fairwork.gov.au/employment-conditions/flexibility-in-the-workplace/flexible-working-arrangements>



**For more resources**