



Work Arrangements policy

Section 1 - Preamble

(1) This Policy was approved by the Vice-Chancellor on 21 November 2008 and incorporates all amendments to 29 September 2011.

(2) This Policy is pursuant to the [Employment of Staff policy](#).

Governing law

(3) The law governing work arrangements at the University includes both the common law and legislation, in particular:

- a. [Age Discrimination Act 2004 \(Cth\)](#)
- b. [Disability Discrimination Act 1992 \(Cth\)](#)
- c. [Equal Opportunity for Women in the Workplace Act 1999 \(Cth\)](#)
- d. [Equal Opportunity Act 2010 \(Vic\)](#)
- e. [Fair Work Act 2009 \(Cth\)](#)
- f. [Racial Discrimination Act 1975 \(Cth\)](#)
- g. [Sex Discrimination Act 1984 \(Cth\)](#)

Section 2 - Purpose

(4) This Policy outlines the University's is commitment to providing fair and reasonable work arrangements.

Section 3 - Scope

(5) This Policy applies to all staff of the University.

Section 4 - Policy

(6) The University is committed to providing fair and reasonable work arrangements that optimise organisational productivity and allow staff to balance their work and personal responsibilities.

(7) The University will provide a range of [flexible work arrangements](#), [leave arrangements](#) and support services to assist staff in balancing their work and personal responsibilities.

(8) The University will provide information regarding flexible work practices to staff and, where appropriate, will allow the negotiation of flexible working arrangements.

(9) The University recognises that staff members have a range of personal circumstances and family responsibilities that affect their work-life balance and will use its best endeavours to ensure that people are not disadvantaged or

discriminated against in any employment-related matters because of their circumstances.

Section 5 - Procedure

(10) There is no attendant procedure.

Section 6 - Definitions

(11) There are no definitions arising under this Policy.

Status and Details

Status	Historic
Effective Date	1st February 2016
Review Date	1st February 2019
Approval Authority	Vice-Chancellor
Approval Date	29th September 2011
Expiry Date	21st March 2018
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