Flexibility in the workplace

Due to the impacts coronavirus is having on the community, a number of unions and employer associations (www.fairwork.gov.au/website-information/related-sites/unions-and-employer-associations) are applying to the Fair Work Commission to increase award flexibility.

This may affect the entitlements on this page.

For a list of determinations and to see if your award is affected go to Award flexibility during coronavirus (https://coronavirus.fairwork.gov.au/coronavirus-and-australian-workplace-laws/award-flexibility-during-coronavirus).

Flexibility in the workplace allows employers and employees to make arrangements about working conditions that suit them. This helps employees maintain a work / life balance and can help employers improve the productivity and efficiency of their business.

As long as employees are still receiving their minimum entitlements, employers and employees can negotiate ways to make their workplace more flexible. Examples include changing what hours are worked and where work is performed.

There are 2 formal ways employers and employees can make their workplace more flexible:

- flexible working arrangements - certain employees have the right to request flexible working arrangements
- individual flexibility arrangements - employers and employees can negotiate to change how certain terms in an award, enterprise agreement (www.fairwork.gov.au/Dictionary.aspx?TermID=2154) or other registered agreement apply to them.


What to do next

- Take our Workplace flexibility course (www.fairwork.gov.au/how-we-will-help/online-training/online-learning-centre/workplace-flexibility) at the Online learning centre

Help for small business


You might also be interested in


Page reference No: 2261
The Fair Work Ombudsman is committed to providing advice that you can rely on. The information contained on this website is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional. Visitors are warned that this site may inadvertently contain names or pictures of Aboriginal and Torres Strait Islander people who have recently died.