

## Flexibility in the workplace

JobKeeper changes to the Fair Work Act

On 9 April 2020, the Fair Work Act was amended to support the implementation and operation of the JobKeeper scheme in Australian workplaces.

For information about the changes and how they apply, go to [JobKeeper wage subsidy scheme \(https://coronavirus.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/jobkeeper-wage-subsidy-scheme/default\)](https://coronavirus.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/jobkeeper-wage-subsidy-scheme/default) .

Due to the impacts coronavirus is having on the community, a number of 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 [Temporary changes to workplace laws during coronavirus \(https://coronavirus.fairwork.gov.au/coronavirus-and-australian-workplace-laws/temporary-changes-to-workplace-laws-during-coronavirus\)](https://coronavirus.fairwork.gov.au/coronavirus-and-australian-workplace-laws/temporary-changes-to-workplace-laws-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 \(www.fairwork.gov.au/Dictionary.aspx?TermID=2154\)](http://www.fairwork.gov.au/Dictionary.aspx?TermID=2154) or other registered agreement apply to them.

Source reference: [Fair Work Act 2009 s.65, 144 and 202](http://www.comlaw.gov.au/Series/C2009A00028) <sup>2</sup> (<http://www.comlaw.gov.au/Series/C2009A00028>)

### What to do next

- Learn about [Flexible working arrangements \(www.fairwork.gov.au/Employee-entitlements/Flexibility-in-the-workplace/flexible-working-arrangements\)](http://www.fairwork.gov.au/Employee-entitlements/Flexibility-in-the-workplace/flexible-working-arrangements)
- Discover how to make an [Individual flexibility arrangement \(www.fairwork.gov.au/employee-entitlements/flexibility-in-the-workplace/individual-flexibility-arrangements\)](http://www.fairwork.gov.au/employee-entitlements/flexibility-in-the-workplace/individual-flexibility-arrangements)
- Take our [Workplace flexibility course \(www.fairwork.gov.au/how-we-will-help/online-training/online-learning-centre/workplace-flexibility\)](http://www.fairwork.gov.au/how-we-will-help/online-training/online-learning-centre/workplace-flexibility) at the Online learning centre

### Help for small business

- Find tools, resources and information you might need on our [Small business page \(www.fairwork.gov.au/Find-help-for/Small-business/default\)](http://www.fairwork.gov.au/Find-help-for/Small-business/default) .

### You might also be interested in

- [The right to request flexible working arrangements best practice guide \(www.fairwork.gov.au/how-we-will-help/templates-and-guides/best-practice-guides/the-right-to-request-flexible-working-arrangements\)](http://www.fairwork.gov.au/how-we-will-help/templates-and-guides/best-practice-guides/the-right-to-request-flexible-working-arrangements)
- [Awards and agreements \(www.fairwork.gov.au/awards-and-agreements/default\)](http://www.fairwork.gov.au/awards-and-agreements/default)
- [National Employment Standards \(www.fairwork.gov.au/Employee-entitlements/National-Employment-Standards/default\)](http://www.fairwork.gov.au/Employee-entitlements/National-Employment-Standards/default)

## Contact us

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Fair Work Infoline: 13 13 94

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For TTY: 13 36 77. Ask for the Fair Work Infoline 13 13 94

Speak & Listen: 1300 555 727. Ask for the Fair Work Infoline 13 13 94

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