



**LEGISLATIVE ASSEMBLY**  
**FOR THE AUSTRALIAN CAPITAL TERRITORY**

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STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY  
Ms Leanne Castley MLA (Chair), Ms Suzanne Orr MLA (Deputy Chair),  
Mr Johnathan Davis MLA

## **Submission Cover sheet**

**Inquiry into the future of the working week**

**Submission number: 030**

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**From:** [REDACTED]  
**To:** [LA Committee - EGEE](#)  
**Subject:** Inquiry into the future of the working week: [REDACTED]  
**Date:** Wednesday, 2 November 2022 8:15:48 PM

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Good evening,

I hope you are well.

Five years ago when working at [REDACTED] and [REDACTED] I undertook a study of the four day working week (with no changes to pay and conditions). We completed a Project on Increasing Employee Productivity and Retention Rates.

After looking into the data coming out of Europe we noticed significant improvements to morale, productivity, output, and retention rates.

Although when introduced originally businesses complained about the potential losses of paying the same wages and conditions for a full 8 hrs of less work, on completion, they had increased outputs within less hours.

The fact that they didn't have to spend thousands on onboarding and offboarding because the retention rates increased also saved money.

I have been highly passionate about changes to the current working week and HR plans since that project. I have since taken maternity leave and have recently started my own business. In my spare time I enjoy researching HR, staff retention, productivity, outputs, staff scheduling across complex environments (eg. staff rosters, businesses that won't close for the 'extra day' etc). I have also been thoroughly researching mental health days placed into contracts, as well as other forms of productivity boosting within businesses.

I have also worked as an [REDACTED] and seen ways in which the military boost morale and increase retention. One of these is 'Half Day Fridays', where everyone clocks off at lunch and heads home, keeping their usual pay and conditions as if they were working the afternoon. I have also seen first hand the other techniques used to increase retention and would be interested in implementing those within businesses also.

There will be a large shift to the regular working week in the coming years and I strongly believe Canberra should be at the forefront of it, and run a year's trial program. The Project should include end to end project management with a report upon collection of data (which I assume is the stage of the project currently with the survey), this report should include a series of recommendations listed from strongly recommended to recommended. These recommendations should be implemented with continuous improvement implementation throughout the project. Upon completion there should be another report with the data and outcomes, successes and failures of the implementation of the project. I would also recommend a three month, six month, and twelve month review, with more recommendations and improvements.

I would love the opportunity to be involved in the project within the Standing Committee on Economy and Gender and Economic Equality within the ACT Legislative Assembly. I would really appreciate if my email could be forwarded to the current Project Manager so

that I may discuss some project support. My passion for the project, prior research, and varying experiences would be a great asset to the team and research.

I appreciate your time and efforts and look forward to hearing from you.

Thank you.

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Kind regards,

