



Inquiry into Annual and Financial Reports 2023-24

Answer to question taken on notice

Asked by: MR ED COCKS MLA

Addressed to: MR ANDREW BARR MLA, CHIEF MINISTER

In relation to: EVALUATION OF FLEXIBLE WORK ARRANGEMENT

Hearing: 12 February 2025

Uncorrected Proof Transcript pp 9

Transcript provided: 17 February 2025

Answer Due: 24 February 2025

Mr Andrew Barr MLA took on notice the following question(s):

Mr Cocks: The impact of flexible work on—sorry. I am getting frustrated. I am asking pretty clearly, I think, about the impact of one thing on the other. Are you measuring the impact of flexible work.

Ms Leigh: On?

Mr Cocks: On performance as well as social dynamics and those issues?

Ms Leigh: So that is why I said we have—you know, managers are held to account for delivering the outcomes they are responsible for. We already have performance measures in place. They do not change. People have always had some degree of flexible work. The fact that we have taken this to the next level is a development. It does not mean that all of the measures we previously had in place are somehow now irrelevant. They continue to be applied.

Mr Barr: Perhaps if it is helpful, we will take on notice the intent.

Mr Cocks: That would be very useful.

Mr Barr: Understand the intent of the question and provide some more detailed written information for you.

MR ANDREW BARR MLA: The answer to the Member's question is as follows:

Flexible working arrangements are an integral to ACT public service employment conditions and work arrangements. They have been normalised through enterprise agreements, policy and guidelines and education for line managers. Individuals and teams are able to tailor flexible working to suit their local operational and personal needs.

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Seventy-five per cent of ACT public service employee survey respondents in 2023 said they are currently accessing hybrid working arrangements.

The measures of public service performance, including the output indicators in directorate annual reports, are measures of the impact of the ACT public service work, inclusive of flexible working activities. The ACTPS Performance Framework is in place to support managers and staff to set and monitor shared expectations regarding productivity and outputs.

Approved for circulation to the Standing Committee on Public Accounts and Administration

Signature: 

Date: **20.2.25**

By the Chief Minister, Mr Andrew Barr MLA