



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

**Inquiry into Annual and Financial Reports 2020-2021**  
**ANSWER TO QUESTION ON NOTICE**

Asked by LEANNE CASTLEY MLA:

Ref: Government strategy and policy, CMTEED Part B, Organisation overview page 39

In relation to: Contemporary employment strategy for the ACT Public Service

Under the sub-heading 'Future direction' (p39), it states that in 2020-21 *"we will develop a contemporary employment strategy that reflects the lessons learned from COVID-19."*

Questions:

1. What does this contemporary employment strategy comprise?
2. What are the lessons from COVID-19 that have been reflected in the employment strategy?
3. Have you shared the "lessons learned" with the small business sector so they can incorporate that into their planning?

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

1. A contemporary employment strategy aims to support ACT Public Sector employees through leading edge employment conditions and practices. We aim to strengthen our flexible work arrangements to support workforce productivity and mobility and encourage a positive work life balance for employees.
2. The COVID-19 response by the ACT Government has been one of the best in the country, underpinned by its approach to flexible working arrangements and support for employees facing various challenges throughout the pandemic. The COVID-19 pandemic has reinforced the importance and benefits of the ACT Government's commitment to evolve the employment framework to enable a modernised, secure and flexible workforce.

The ACT Government was well placed to build on the activity based working arrangements already embedded in many of its workplaces and has enabled a flexible working environment, with the ability for non-frontline workers to work remotely from home from the outset of the pandemic. The rapid transition to COVID-19 safe practices demonstrated the importance of having an agile and adaptable workforce and highlighted that there are tangible efficiencies to the way we work and serve our community when our employees are supported to undertake flexible work arrangements.

3. Not in any formal presentation of findings.

However, the ACT Government has been in regular contact with business associations and peak bodies to keep them apprised of immediate and ongoing flexible working arrangements, and to lead by example and demonstrate to the small business sector the efficiencies and benefits of engaging in contemporary employment practices.

Approved for circulation to the Standing Committee on Economy and Gender Equality

Signature: 

Date: 24.3.22

By the Chief Minister, Andrew Barr MLA