



# FLEXIBLE FULL-time

Flexible Full-time is the combination of multiple family friendly employment concepts into one. It could mean early start and finish times or late start and finish times, it could mean working from home or a remote location some or all days worked or doing more hours one day in preparation to do less on a coming day or week.



Having experienced flexible full-time with previous employers, School Hours' Directors, Yasmin and Leigh can attest to how helpful this simple arrangement can be. It allows workers to devise a work schedule that incorporates family and personal commitments. Flexible full-time is commonly referred to as compressed or annualised hours.

Australia's Fair Work Act allows workers to request and negotiate flexible hours with their employers. This is a clear signal that the climate of the Australian workplace is changing to incorporate people's needs. The focus is shifting to an employee's productivity rather than the hours the employee spends in the office.

## Benefits of Flexible Full-time for employers

- Loyalty, Commitment and Productivity**  
Research has shown employees provided with flexibility often show more loyalty and commitment than staff on more rigid arrangements and are equally productive, if not more so.
- Retention & Attraction**  
Assisting staff achieve work/life balance can help in retaining them in, whilst advertising that you're a flexible employer may attract new candidates to your vacant positions.
- Candidate Pool**  
Offering flexibility can remove obstacles such as caring obligations, opening up your candidate options significantly.
- Infrastructure Costs**  
If part of your flexibility strategy includes "hot-desking", it may reduce your business' requirement for office space, furniture, heating and cooling.
- Absenteeism & Staff Turnover**  
Businesses offering flexibility often report reductions in staff absenteeism and staff turnover because employees are more settled and satisfied with their work lives.
- Recruitment Costs**  
The reduction in turnover regularly linked with flexibility, results in less hiring, advertising, induction and training expenses, all big investments for businesses.

## Benefits of Flexible Full-time for employees

- ✓ **Job Satisfaction**  
Working flexibility is often linked to higher job satisfaction because workers feel that they are valued when their needs are taken into consideration.
- ✓ **Work/Life Balance**  
Instead of missing important aspects of their family's lives, employees can work hours that suit their personal situation.
- ✓ **Mental and Physical Wellbeing**  
Workers feel more empowered and in control of their lives, which promotes wellbeing in all aspects of their lives.
- ✓ **Reduced Stress**  
When workers have the flexibility to participate in their family life, a reduction in stress is one of the benefits.
- ✓ **Road Congestion**  
The impact of employees being able to stagger their commute times could alleviate traffic congestion issues.
- ✓ **Pollution**  
If an employee chose to travel into work just one day less each week, the benefit for the environment would be enormous.



## Glossary of Terms

- **Annualised Hours:** a set number of annual hours with inbuilt flexibility as to when they are worked.
- **Compressed Hours:** working full-time hours over less than normal days.
- **Flexitime:** workers choose start and finish times while working "core" hours.
- **Staggered Hours:** a position where the start, finish and break times are different to co-workers.

'School Hours' are Australia's family friendly employment experts. We will help jobseekers find it, employed parents to negotiate it, employers to understand the benefits of it and how to implement it and be a champion for those doing it.

While "school hours" are at the centre of every parent's world, a school hours, part-time or casual role will only suit some, with many more wanting or needing a full-time role with flexibility. Fulltime with flexibility is a working arrangement that can achieve this.

If you're interested in considering flexible full-time positions as part of your family friendly employment/flexible working strategy, visit for more information visit <http://www.whenworkworks.org/>. If you would like to advertise a vacant flexible full-time position, visit <http://www.schoolhours.com.au> or contact us for more information.