

The case for flexible work

Workplace flexibility is best when it meets the needs of both employees and the business. Research suggests that flexible work and a flexible mindset are essential elements of a high performing work culture.⁴

IMPROVED PRODUCTIVITY

Flexible work increases individual performance and can be more motivating than a bonus. Employees can work in environments more conducive to focused work, and choose the time and place they are most effective.¹

WELLBEING

There are clear links between employee autonomy and improved mental health. Letting people choose hours that work for them, to fit around childcare or other commitments, can help to reduce some of life stresses and improve balance, and wellbeing.^{4,5}

SERVICE DELIVERY

Organisations that allow staff to work flexibly can expand their service delivery hours and meet customer needs outside of the standard operating hours.⁶

RETAIN KNOWLEDGE, SKILLS, AND EXPERIENCE

Offering flexible work aides retention, allowing businesses to retain employee knowledge and skills while also reducing the cost of staff turnover.⁴

ATTRACT TALENT

There is an unmet demand for flexible jobs. Advertising jobs as flexible can help businesses attract broader and more diverse talent pools and build future talent pipelines of young people who wish to work flexibly.⁴

INCREASED JOB SATISFACTION

Staff who can work flexibly are more likely to recommend their employer, stay loyal to the organisation and go the extra mile when required.⁴

PATHWAY TO GENDER EQUALITY

Normalising flexible working arrangements support more diverse talent pipelines, due to better options for people who find it challenging to work a conventional working week.⁷

SOCIAL RESPONSIBILITY

All people want to live in a society where they feel supported to live a balanced life and connect with their family. Employers play an essential role in enabling men and women to do so.⁸

FOOTNOTES:

⁴ Nous Group, March 2018. Flexible work, good for business? Accessed from: https://www.griffith.edu.au/_data/assets/pdf_file/0031/548581/Final-For-public-release-Report-Flexible-work-return-on-investment.pdf

⁵ Black Dog Institute. Workplace wellbeing. Accessed from: <https://www.blackdoginstitute.org.au/resources-support/wellbeing/workplace-wellbeing/>

⁶ NSW Public Service Commission, NSW Government, 2018. Communication strategy for flexible working in the NSW government sector.

⁷ Workplace Gender Equality Agency, 2018. Workplace flexibility. Accessed from: <https://www.wgea.gov.au/topics/workplace-flexibility>

⁸ FlexJobs, 2016. How flexible work supports corporate social responsibility. Accessed from: <https://www.flexjobs.com/employer-blog/flexible-work-supports-corporate-social-responsibility/>