

5th December 2019

Minister MacTiernan
11th Floor, Dumas House
West Perth, 6005

Dear Minister MacTiernan

FLEXIBLE WORK: RETHINKING THE WHERE, THE WHEN AND THE HOW

Rethinking the way, the public sector thinks flexible work is a key focus of the Rural, Regional and Remote Women's Network of Western Australia. Promoting flexible work, or more specifically, remote work models for qualified and talented women across W.A was a recommendation to state government in the RRR Network's "[Regional Women's Voices Report](#)" (August 2019).

A woman's skill, potential and her talent does not, and should not, be disregarded simply because of her geography. There is incredible talent outside of metropolitan areas that is untapped. Flexi work would increase employment opportunities for regional people and improve a woman's economic independence. Both of which are significant contributing factors to achieving gender equality for regional women.

The NSW Government and the Public Sector Commission report "[Make Flexibility Count: Strategic Framework for the NSW Government](#)" promote an "if not, why not" mentality to adopting flexi work models for the public sector of NSW.

This report makes a convincing case for flexi work, citing numerous benefits for both employer and employees including financial savings and increased productivity. See below references -

- The Government committed to making all roles flexible in the NSW government sector (the sector) on the basis of 'if not, why not' by 2019. Flexible working is about rethinking the where, when and how work can be done, in a way that maintains or improves service delivery for the people of NSW.
- Flexible working enables regional workers to advance in their careers without having to relocate, which can be a disincentive for Aboriginal and Torres Strait Islander employees who want to maintain their connection with community.
- Flexibility becomes the new starting point, with different types of flexibility enabled for different roles, and scope for local innovation within teams.
- Flexibility can also enable new business models to improve service delivery and 'bigger picture' contributions to society, such as travel time savings, increased participation in the workforce, and dispersing jobs out of the CBD.

The 2019 national [AgriFutures Rural Woman](#) of the Year – Jo Palmer from Sydney was awarded for her efforts in this very space with her business *Pointer*. Jo looked at her network of highly qualified, professional friends who were living in rural areas. She recognised that there was a talent pool that the Australian workforce was missing out on as there was no easy way to connect with these professionals. Jo is currently speaking with WA businesses to facilitate workshops on flexi work in 2020.



The RRR Network encourages the WA state government to be the role model on flexi work and in the process improve regional employment and economic impendence for women.

Yours sincerely,

Megan MacNeil

Chief Executive Officer | RRR Network

Supported by The Western Australian Farmers Federation, Regional Chamber of Commerce and Industry and CEOs for Gender Equity.

