



## DIRECTIONS OF THE PREMIER

### DIRECTIONS OF THE PREMIER UNDER SECTION 10 OF THE *PUBLIC SECTOR ACT 2009*

I, Jay Wilson Weatherill, Premier of South Australia, hereby issue the following directions under section 10 of the *Public Sector Act 2009* which bind all public sector agencies<sup>1</sup>.

#### **Flexibility for the Future**

---

I hereby direct chief executives or agency heads of South Australian public sector agencies to increase the opportunities for existing and future public sector employees to access flexible workplace arrangements and invest in the creation of additional new positions for trainees and graduates, by undertaking, as a minimum, the following measures:

- prior to advertising for any vacancy, serious and positive consideration must be given to whether and if so how the role can be redesigned to enable access to flexible working arrangements including, but not limited to part-time and job-share;
- all advertisements for vacancies must include the following statement about the possible availability of flexible workplace arrangements:

*The South Australian public sector promotes diversity and flexible ways of working including part-time. Applicants are encouraged to discuss the flexible working arrangements for this role.*

- all applicants for a vacant role from prospective employees (whether they be an existing public sector employee or not) who desire to work on a part-time basis or utilise other flexible working arrangements are to be given serious and positive consideration; subject to them being otherwise assessed as a suitable candidate for an offer of employment in the relevant vacant role.

---

<sup>1</sup> With the exception of the Courts Administration Authority, the Legal Services Commission, the Independent Commissioner Against Corruption and Office for Public Integrity.

- where the application is not supported due to organisational imperatives, the decision maker must advise the applicant in writing within 21 days of the applicant's request including reasons for rejecting the request;
- applications by employees for leave without pay for up to two years for career-related purposes such as to engage in study or pursue employment or business opportunities outside of the public sector are to be given serious and positive consideration. Where applications are not supported due to organisational imperatives, the decision maker is to advise the applicant in writing within 21 days of the applicant's request including reasons for rejecting the application; and
- consider ways to redesign roles to support the employment of additional numbers of graduates and trainees.

Officers in public sector agencies subject to this direction must have regard to and apply any relevant Guidelines of the Commissioner for Public Sector Employment, wherever practicable.

It is expected that this initiative will be implemented within agencies' existing funding arrangements.



Jay Weatherill  
**PREMIER**

26/6 / 2017