# Your questions answered



## Do I have to grant flexible working arrangements?

While any employee can request flexibility from their employer, Section 65 of the *Fair Work Act 2009* recognises that there are those who are entitled. Employees (other than a casual employee) who have worked with the same employer for at least 12 months can request flexible working arrangements if they:

* + Are parents of a child who is school age or younger
	+ Are a carer
	+ Have a disability
	+ Is 55 or older
	+ Are experiencing violence from a member of the employee’s family
	+ Provide care or support to a member of the employee’s immediate family
	+ Are a member of the employee’s household, who requires care or support because the member is experiencing violence from the member’s family.

**There may also be specific terms in an enterprise agreement or award that grant flexible working arrangements.**

## Is there a difference between casual and permanent employees?

The right to request flexible working arrangements is available to staff who are continuing or on a fixed term, as well as long term casual staff members have a reasonable expectation of continuing employment on a regular and systematic basis.

**Employers are increasingly offering flexibility to employees to boost staff morale and to improve their physical and mental wellbeing.**

## Should I grant a flexible working arrangement if I don’t have to?

There are many benefits to having employees working flexibly however, this is all on a case-by-case basis.

For more information relating to the laws regarding flexible working, visit: <https://www.fairwork.gov.au/employee-entitlements/flexibility-in-the-workplace/flexible-working-arrangements>