

Where, when and how? Women in Justice talk flexible working arrangements

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Flexible working arrangements, including the NSW Government's forthcoming 'Flexible Working Strategy', set the agenda for the recent meeting of Women in Justice, the department's staff network for women and their supportive colleagues.

More than 50 Women in Justice members attended the event on Thursday, 27 July that featured guest speakers from the NSW Public Service Commission, the NSW Police Force and the Leadership and Development team of the department's own Strategic Human Resources Division.

Kathy Baker, Director Leadership and Values with the NSW Public Service Commission, discussed the development of the Flexible Working Strategy for the NSW public service. Ms Baker identified common barriers to flexible working arrangements from managers' and employees' perspectives, citing workplace culture and mindsets, and skills and experience as obstacles that can prevent flexible working arrangements from being encouraged or accepted in a workplace.

"Flexible working is about rethinking the where, when and how our work can be done. It is about exploring the work design and business models to identify opportunities for flexibility that maintain – or improve – service delivery for the people of NSW," Ms Baker said.

Detective Superintendent Deb Wallace APM, Commander of the Gangs Squad with the NSW Police Force, shared a characteristically insightful and engaging personal story. Detective Superintendent Wallace was frank about her evolving perspective on flexible working arrangements as a manager and her realisation that workplace flexibility can be a win/win.

Lily Tran, Leadership and Development Manager in Strategic HR, gave an overview of the Department of Justice's Women in Leadership program [📺](#), and how to access this and other leadership training in our department.

After the guest speakers' presentations, eight women in senior leadership roles in the Justice Cluster facilitated round-table discussions about issues including obstacles to flexible working, roles that may be difficult to perform flexibly, and what flexibility means to different people.

Fiona Winfield, Chair of Women in Justice and a Senior Advisor in Strategic HR, said that the meeting generated a wealth of ideas and energy.

"It's really encouraging to hear from leading, accomplished women about their own experiences of flexible working practices – on both sides of the employment fence," Ms Winfield said. "I encourage all women in the department – in fact all staff who support women in the workplace – to come to a Women in Justice event for insights and motivation from women who have achieved so much."

Ms Winfield said the next Women in Justice event will be timed to mark White Ribbon Day on 25 November, and smaller, location-based networking events will be held at various workplaces in September. Visit the Women in Justice page on the Justice Intranet  to keep an eye on these dates.

Women in Justice would like to thank Kathy Baker, Catherine D'Elia, Nora Fention, Catherine Davies, Melanie Hawyes, Kathrina Lo, Anne-Marie Martin, Susan McHattie, Candice Neilsen, Rebel Talbert, Lily Tran and Deb Wallace for their time and insights at the July event.

Join Women in Justice

If you would like to join Women in Justice, please send an email to women@justice.nsw.gov.au (mailto:women@justice.nsw.gov.au). You'll receive notifications about network events and other matters of interest to Women in Justice.

A note on membership

Women in Justice is open to **more than just women!**

If you support the aims of Women in Justice or otherwise identify with women as a workplace diversity group, you are invited to join. Please send an email to women@justice.nsw.gov.au (mailto:women@justice.nsw.gov.au) and you will be most welcome.



Above: Deb Wallace and Kathy Baker speak at the Women in Justice event on Thursday, 27 July 2017.

Supporting breast cancer research

This year Women in Justice is supporting the **Westmead Medical Research Foundation**.

So far this year the network has raised **more than \$500** for the **Crown Princess Mary Cancer Centre** that supports breast cancer treatment and care.

The network encourages employees to perform regular self-exams to improve early detection, and/or seek medical advice.

If you'd like to make a contribution, please visit <https://fundraise.wmrf.org.au/profile/beboldforchange> .