



# Flex-Able Individuals

Flexibility at Westpac -  
making your Life Work



## Being Flex-Able

Flexible work arrangements in New Zealand are fast becoming mainstream across the generational spectrum of workers in New Zealand.

At Westpac we want to be known as one of the world's best organisations for diversity and inclusiveness and believe that flexibility is key to engaging a talented and productive workforce. A number of labour market factors are driving the need for flexibility:

- The increase in one parent families, three quarters of which are headed by women
- Fathers in New Zealand becoming increasingly involved in the care of their children while holding down careers
- The growing number of dual career couples, creating greater need to balance the home life efficiently
- The growth of caring responsibilities, which may include caring for children, elderly, poor health, people with disability
- Our ageing population, which means an increasing number of older workers are willing to remain in the workforce, but are looking for flexible options.



### What's on Offer?

At Westpac, we offer a range of flexible work options, including:

#### Flexi-time

A set number of hours per week or fortnight which can be worked on an agreed flexible basis and vary from week to week, including starting earlier or later and taking time out in the middle of the day.

#### Job share

Job sharing can take many forms and is essentially a form of part-time work, where two or more people working part-time share the responsibilities for one role between them.

#### Mobile Work/Telecommuting

Some roles can be performed just as efficiently away from the traditional office setting (i.e. at home), or from more than one Westpac office, to allow staff to best meet their needs and those of their customers.

#### Condensed hours

Refers to an arrangement by which an employee can compress their set hours of work into a shorter work week, e.g. compressing a 38 hour work week into 4 days of 9.5 hours per day.

*These are just some of the examples of how flexibility can be structured. There are many other forms of flexible work and the key is to design flexibility around the needs of all the key stakeholders.*

*You can also use leave arrangements to incorporate more flexibility into your work life. Examples are purchasing extra leave, or taking a career break.*

*Check with your HR representative for more information.*

## Considering a Flexible Arrangement?

The first thing you need to do is consider exactly what your needs are and why flexibility would benefit you. There are lots of resources on the WNZL intranet including profiles and case studies of current employees working flexibly. Take a moment to read through the material and familiarise yourself with some of the options. Further considerations include:

- Are you looking for a permanent or temporary arrangement? If temporary, for how long?
- Consider why you feel traditional ways of working are not producing the best results and what would be the best outcome for you and your team
- Be prepared: schedule a time to talk to your People Leader and come with an idea of how you think it could work
- There are three parties you need to consider to make a flexible arrangement work; yourself, your team and the business. Consider what each of these parties will need to make the arrangement work
- Be sure to have considered the risks and negative impacts and see if there is a way you and your People Leader can address them.



For more information, forms and templates, visit the Flexible Work Arrangements page on the Intranet.



**Diversity & Inclusion @ Westpac**