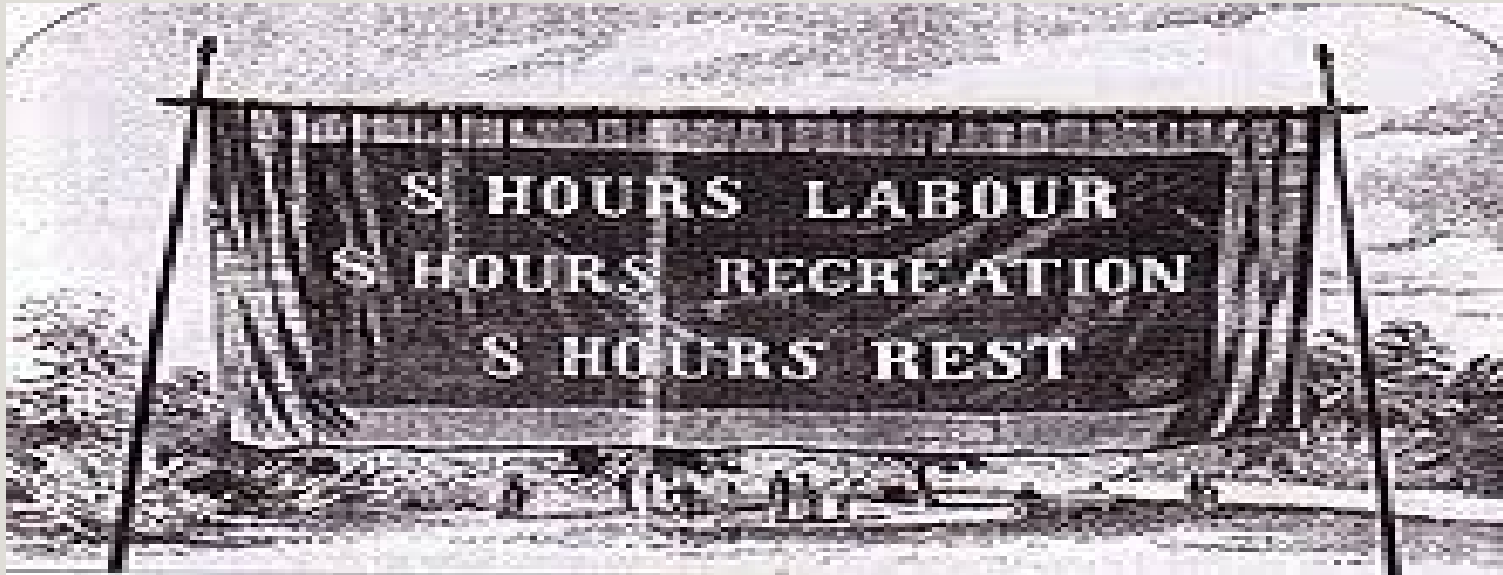


Leading by example: finding a work/life balance for you and your employees and managing the risks associated with this

Local Government Professionals Association
Annual Conference 17 October 2019

Presented by Ekaterina Skalidis

40hr 5 day working week



Australia's work life balance

Australian's currently have one of the worst levels of work-life balance in the world when compared with other Organisation for Economic Co-operation and Development (OECD) Countries.

Only seven of the 35 countries analysed were worse.

Those most affected by work-life balance

- Women who typically have less adequate work-life balance than men, and do around twice as much caring and domestic work on average.
- Parents particularly mothers, and even more so single mothers.
- People who are caring for others, such as sick, elderly or disabled relatives.
- The 'sandwich generation', which are women who care for children as well as elderly or sick relatives.
- People in certain occupations including managers, professionals and those in the mining industry.

How can employers help improve work-life balance?

- Provide employees with **flexibility**

Examples include changes to:

- hours of work, such as working staggered start, finish or lunch times
- patterns of work, such as split shifts or job sharing
- locations of work, such as working away from the office

Implications of working outside the office

- Consider Risk Assessment if employee working from home
- Additional pressures includes out of hours phone calls and emails

Adopt family-friendly policies

- Adopting policies that recognise the importance of family time
- Consider additional domestic violence leave with more beneficial terms to those offered under the National Employment Standards

Encourage employees to take annual leave

- On average, Australians have 16 days of unused leave;
- 2.4 million full-time working Australians have gone over a year without taking leave with 86 per cent experiencing a level of burnout as a result.

Put work-life balance on the table for discussion

- Communication is key!



Stress within the workplace

- A total of 3.2 days per worker are lost each year through workplace stress
- Stress-related workers' compensation claims have doubled in recent years, costing over \$10 billion each year
- A survey of over 5000 workers indicated that 25% of workers took time off each year for stress-related reasons

Ways to alleviate stress:

- Sport/physical activity

Case study:

Return to Work SA v Backhouse [2019] SAET 34 (5 March 2019)

- Employee injures his knee whilst playing cricket at work.
- Is the employer liable?

Ways to alleviate stress:

- **Massages in the workplace**
- **Workplace Counselling**
- **Office Layout**
- **Communication**

Do we **live to work** or do we **work to live**?



**Dobson
Mitchell
Allport.**

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