

**Senate Standing Committee on Education Employment and Workplace
Relations**

**QUESTIONS ON NOTICE
Budget Estimates 2011-2012**

Agency - Fair Work Ombudsman

DEEWR Question No.EW0266_12

Senator Abetz asked on 30/05/2011, Hansard page 60.

Question

Best Practice Guide

Mr Campbell: We have a best practice guide on the use of IFAs—individual flexibility arrangements.

Senator ABETZ: Does that still deal with the issue of non-monetary benefits

Answer

The Fair Work Ombudsman has provided the following response.

The Fair Work Ombudsman's Best Practice Guide on the 'Use of Individual Flexibility Arrangements' gives the example of an employee entering into an individual flexibility arrangement (IFA) allowing him to start and finish work half an hour early on Tuesdays, but without being paid the penalty rate that would apply as a consequence of starting early. The non-monetary benefit for the employee is that the IFA enables him to coach his son's soccer team.