

Office of Fair and Safe Work Queensland

Work-life balance: important for business

Work-life balance policies provide work arrangements that accommodate changing family demographics and life in the 21st century, while helping businesses gain a competitive edge in an ever-changing work environment.

Benefits of work-life balance initiatives in the workplace:

- accommodate access to education and training and enable employees to use their acquired skills more effectively;
- increase the applicant pool for advertised jobs;
- increase productivity at the organisational level;
- provide greater job satisfaction, growth potential and job security (as reported by employees), in turn providing greater organisational profitability;
- reduced absenteeism through decreasing work-family conflict; and
- positively impact on the organisation's image as perceived by the general public.

Having work-life balance policies on paper is not enough to make them work. For work-life balance policies to be effective, employees need to be able to use them.

How can the Work-Life Balance Strategy help you?

The Work-Life Balance Strategy was developed by the Department of Justice and Attorney General's Office of Fair and Safe Work Queensland to improve the uptake of work-life balance policies, which are widely available on paper but not necessarily in practice. The strategy aims to increase employee attraction and retention in the public and private sectors and focuses on 'how to' make work-life balance policies work to create a sustainable and productive workforce which meets the needs of both the employees and the business.

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The strategy caters for all Queensland workplaces interested in work-life balance and offers consultancy work with organisations; training and practical tools for managers and employees; interventions for small businesses; and encouragement of part-time work.

More information

Information about the strategy, an information kit for human resources and industrial relations managers and a series of information kits on implementing flexible work arrangements for managers are available at www.fairsafework.qld.gov.au

As the strategy evolves, further resources will be made available.

Contact details

If you have any questions or want to be involved in the strategy, please contact Dr Marjolein Broers, Senior Policy Officer, Office of Fair and Safe Work Queensland on 07 3234 1810 or e-mail marjolein.broers@justice.qld.gov.au

