

Alternative working arrangements during coronavirus

Published 27 March 2020 | Updated 25 September 2020

Returning to the workplace - a new interactive tool for employers

We've launched our [Returning to the workplace - interactive employer tool \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/returning-to-work-the-workplace/returning-to-the-workplace-interactive-employer-tool\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/returning-to-work-the-workplace/returning-to-the-workplace-interactive-employer-tool) to help employers get their businesses back up and running during coronavirus.

The tool gives tailored information to employers on returning to the workplace, scaling up operations and adapting to workplace changes. It can help to find the information you need when:

- transitioning employees back to the workplace, including lifting a stand down
- changing employees' hours, duties or work location
- introducing alternative working options for staff
- keeping up to date with changes to workplace laws.

Use the [Returning to the workplace - interactive employer tool \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/returning-to-work-the-workplace/returning-to-the-workplace-interactive-employer-tool\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/returning-to-work-the-workplace/returning-to-the-workplace-interactive-employer-tool) now.

Many employees' work arrangements have changed because of the impacts of coronavirus. These changes include more people working from home as well as changes to rosters, hours of work or duties.

We encourage employees and employers to work together to find the best solution for both their workplaces and staff.

On this page:

- [Working arrangements and the JobKeeper scheme](#)
- [Temporary changes to awards and agreements](#)
- [Resources for flexible working arrangements.](#)

In this section:

- [Working from home \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/alternative-working-arrangements-during-coronavirus/working-from-home\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/alternative-working-arrangements-during-coronavirus/working-from-home)
- [Changes in working hours and duties \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/alternative-working-arrangements-during-coronavirus/changes-in-working-hours-duties\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/alternative-working-arrangements-during-coronavirus/changes-in-working-hours-duties).

Working arrangements and the JobKeeper scheme

Employers under the JobKeeper scheme can use the Fair Work Act JobKeeper provisions to:

- reduce an employee's hours or days of work

- change an employee's usual duties
- change an employee's location of work.

For information on the changes and how they apply to working arrangements, see:

- [JobKeeper scheme - overview \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/jobkeeper-wage-subsidy-scheme/default\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/jobkeeper-wage-subsidy-scheme/default)
- [Legacy employers \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/jobkeeper-wage-subsidy-scheme/legacy-employers\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/jobkeeper-wage-subsidy-scheme/legacy-employers)

Temporary changes to awards and agreements

A number of unions and employer associations have applied to the Fair Work Commission to increase award flexibility and to vary enterprise agreements, to help manage the impacts of coronavirus.

This may affect how and when employers and employees can make alternative working arrangements.

For a list of determinations and to see if your award is affected go to [Temporary changes to workplace laws during coronavirus \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/temporary-changes-to-workplace-laws-during-coronavirus/default\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/temporary-changes-to-workplace-laws-during-coronavirus/default) .

Resources for flexible working arrangements

As long as employees still receive their entitlements, employers and employees can negotiate ways to make their work arrangements more flexible.

Flexibility in the workplace allows employers and employees to make arrangements about working conditions that suit them. This can help both employers and employees manage the impacts of coronavirus. It can also help employers improve their business's productivity.

We have information and resources to help you:

- [Flexible working arrangements \(https://www.fairwork.gov.au/employee-entitlements/flexibility-in-the-workplace/flexible-working-arrangements\)](https://www.fairwork.gov.au/employee-entitlements/flexibility-in-the-workplace/flexible-working-arrangements)
- [Individual flexibility arrangements \(https://www.fairwork.gov.au/employee-entitlements/flexibility-in-the-workplace/individual-flexibility-arrangements\)](https://www.fairwork.gov.au/employee-entitlements/flexibility-in-the-workplace/individual-flexibility-arrangements)
- [Workplace flexibility online course \(https://www.fairwork.gov.au/how-we-will-help/online-training/online-learning-centre/workplace-flexibility\)](https://www.fairwork.gov.au/how-we-will-help/online-training/online-learning-centre/workplace-flexibility) .

Contact us

Fair Work Online: www.fairwork.gov.au

Fair Work Infoline: 13 13 94

Need language help?

Contact the Translating and Interpreting Service (TIS) on 13 14 50

Hearing & speech assistance

Call through the National Relay Service (NRS):

For TTY: 13 36 77. Ask for the Fair Work Infoline 13 13 94

Speak & Listen: 1300 555 727. Ask for the Fair Work Infoline 13 13 94

The Fair Work Ombudsman is committed to providing advice that you can rely on. The information contained on this website is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional. Visitors are warned that this site may inadvertently contain names or pictures of Aboriginal and Torres Strait Islander people who have recently died.

Saved from fairwork.gov.au on 26/11/2020 3:43:06 PM