Transcript – Vice Chancellor

In our Future Ready strategic plan, one of the University’s cultural values is that we care – for our staff, our students and each other.

One of the ways La Trobe demonstrates that it cares is by making flexible work arrangements available as an option for all of our staff, because we recognise that people have different needs at different stages of their lives.

We also recognise that making flexible work arrangements available is good for gender equality, and what is good for gender equality is good for everyone.

Research shows that flexible work arrangements not only support staff to manage their work and other commitments, these arrangements can increase job satisfaction, teamwork, effectiveness and productivity.

I want all La Trobe staff to feel supported and encouraged to succeed and to do their best work. Helping them integrate their work with the rest of their life by making flexible work arrangements available is one way to do this.

Here at La Trobe, flexible work arrangements are available as an option not only for staff with parental or caring responsibilities, but for staff who might want to utilise the arrangements for other reasons. Professional and administrative staff at all levels, as well as academic staff, can request a flexible work arrangement.

Successful flexible work arrangements rely on open communication and collaboration, qualities that I hope all managers and staff endeavour to make part of La Trobe’s workplace. I encourage managers and staff to work together to agree successful and productive flexible work arrangements where appropriate.

I recognise that setting up flexible work arrangement might be challenging at first, but I am confident that the benefits will outweigh the challenges – both for individual staff and for the University as a whole.