

## **Individual Flexibility Agreements Initiative's Nomination**

Initiated by Community Services Industry Alliance and The Services Union, the process of developing Individual Flexibility Agreements (IFAs) was facilitated by the Fair Work Commission with participation by the Department of Children, Youth Justice and Multicultural Affairs, PeakCare, Queensland Aboriginal and Torres Strait Islander Child Protection Peak and representatives of residential care providers including Churches of Christ in Queensland, UnitingCare, IFYS, Life Without Barriers and Mercy Community. The IFA was developed to support circumstances where a service may need to care for a young person who has contracted COVID-19 or needs to be in a period of quarantine or self-isolation. Most importantly, the IFAs enable quality essential services to continue to be delivered to young people and to ensure consistency in care during a difficult and unsettling time, while appropriately compensating and supporting employees. With the IFA already having been activated in Queensland, the advocacy and child-focused / employee supportive work of this eclectic group of organisations has certainly supported consistency and care to young people who need it the most, in incredibly challenging and unprecedented times.