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**From:** [REDACTED]  
**Sent:** Tuesday, 22 September 2020 10:51 AM  
**To:** State Service Review  
**Subject:** Input for REVIEW OF THE TASMANIAN STATE SERVICE

Hello,

In our current situation, it is very important to modernise our working model to recover our economy as well as to minimize environmental damage.

In response to the COVID-19 pandemic, we have demonstrated that we can be as productive working from home as we were in the office. I was a newly remote worker a few months ago, and unexpectedly working from home has made it easier for me to fulfil my work commitments with less distractions and without traffic stress. Embracing this form of flexible working has potential to save money by occupying less building which means better outcomes for Tasmanian, is good for environment, can boost neighbourhood shopping centre and is cheap solution for traffic congestion.

Some managers are still stuck in a pre-pandemic mindset, however, and are reluctant to let us do so. The reason of their resistance of supporting job flexibility and working from home might be their lack of trust, tendency to micromanage staff, but that undermines worker autonomy, motivation and empowerment. I would like to see changes so that full time working from home option is supported and reform of work practices, the policies and how they manage their staff.

Regards,

[REDACTED]

[REDACTED]