25 March 2026

Private and confidential

Julia Angrisano
FSU – National Secretary
Delivered via email: [redacted]

Dear Julia,

Response Re: Suspension of office attendance requirements

Thank you for your letter regarding office attendance requirements and the cost of living pressures currently affecting workers across Australia. We appreciate you raising these concerns on behalf of AFCA's FSU members.

AFCA's Executive team has carefully considered the request to suspend office attendance requirements. At this stage, there will be no change to AFCA's current hybrid working model. Our existing approach already provides a high level of flexibility, with full-time employees required to attend the office two days per week, and part-time employees or those with approved flexible arrangements attending one day per week.

This model has been designed to balance flexibility, wellbeing, collaboration and operational needs, and it continues to work effectively for our people and our business. In addition, AFCA's Sydney and Melbourne offices are centrally located and accessible via a range of public transport options, as well as on-site or nearby car parking facilities, providing employees with multiple avenues for commuting based on their individual circumstances.

We recognise the financial pressures many employees are experiencing and will continue to monitor the broader economic environment. Should the government issue any direction or mandate regarding workplace attendance, AFCA will of course comply with all applicable requirements.

We appreciate the ongoing dialogue and remain committed to supporting our people while ensuring we continue to deliver effectively for members and the community.

Kind regards,

DJarvis

Dina Jarvis
Exectutive General Manager- People and Culture