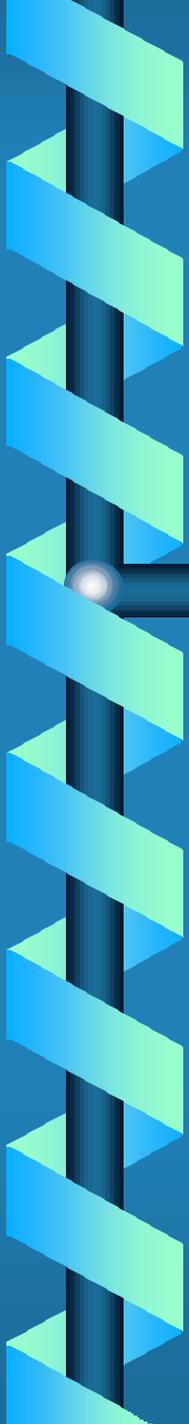


Family Friendly Personnel Flexibilities In The Federal Government

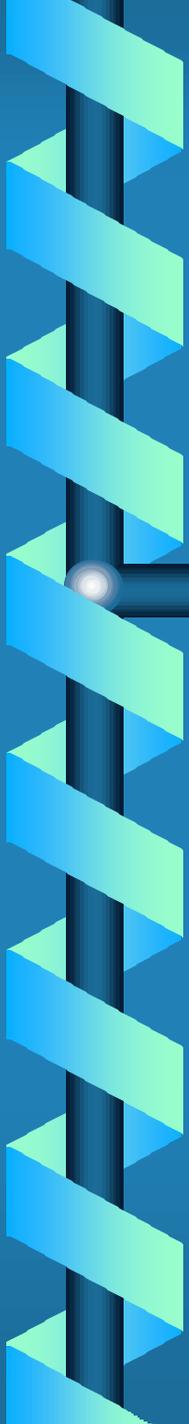
**Presentation for
Strategic Compensation
Conference 2000
August 28-30, 2000
Washington, DC**



Presented by

Pat Kinney
Office of Work/Life
Programs

U.S. Office of Personnel Management



Personnel Flexibilities

Family Friendly Initiatives

Wellness Programs

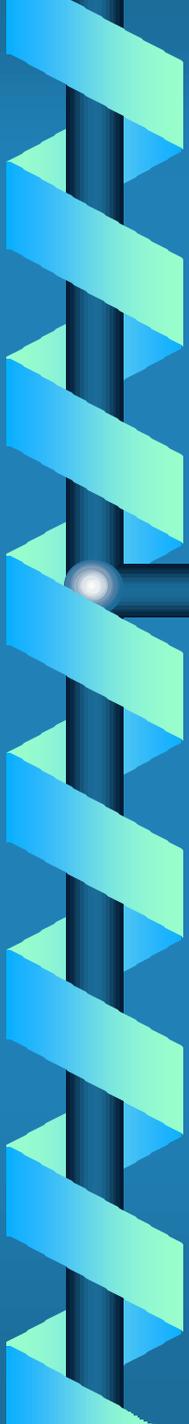
Workplace Programs

- **The Need-recruitment, retention and morale**
- **Work/Life Balance**
- **The Mechanism**
 - **President's May 24, 1999 Memo**
 - **Work/Life Coordinators**



Retirement Wave Creates Vacuum

Within 5 years, about 30% of the government's full-time employees will be eligible to retire. An additional 20% could seek early retirement.



The Flexibilities/Initiatives/Programs

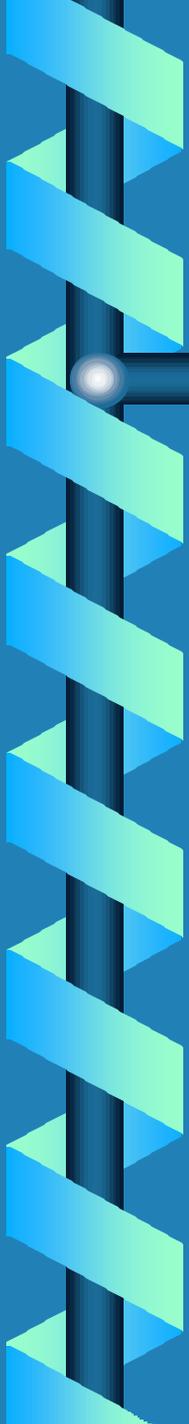
Flexible Work Schedules and Leave
Dependent Care Programs
Wellness Programs

Flexible Work Schedules and Leave

• Flexible Work Schedules & Telework

• Leave

- Annual leave
- Sick Leave for family care and bereavement
- Sick leave for adoption
- Family and Medical Leave Act of 1993
- Expanded Family and Medical Leave
- Leave sharing
- Voluntary leave sharing program



Dependent Care Programs/Initiatives

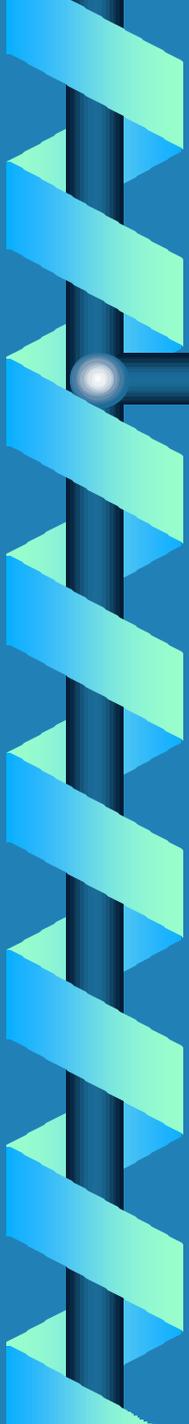
- Child Care
- Elder Care
- Adoption
- Fatherhood
- Kinship Care
- Nursing Mothers
- Parenting Support



Wellness Programs

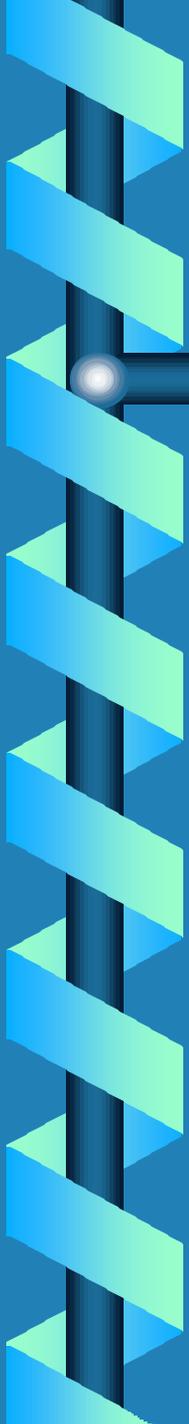
• Mental Health Issues

- Health Promotion
- Addiction Prevention
- Employee Assistance Programs
- Physical Health Issues
- Physical Fitness Centers and Programs
- Preventive Screening and physical examinations



Safety Issues

- Domestic Violence
- Workplace Violence
- Workplace Trauma/Disaster Response



Major Principles

- Accomplishing the mission of the organization is foremost.
- Employees take responsibility for managing their work and personal responsibilities.
- Employers offer flexibilities that employees use as tools for managing.
- Managers need to learn new ways of managing employees in the 21st century.

Managing Family-Friendly Flexibilities

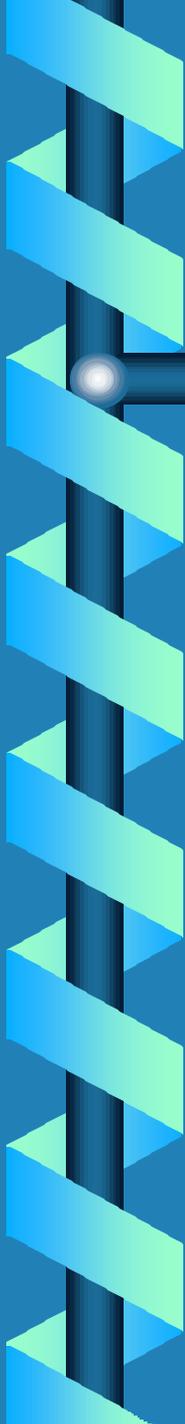
→ 3 Fs:

- ① **Flexible** - understand employees' situations
- ② **Friendly** - develop a supportive culture
- ③ **Firm** - have policies in place; protect the mission



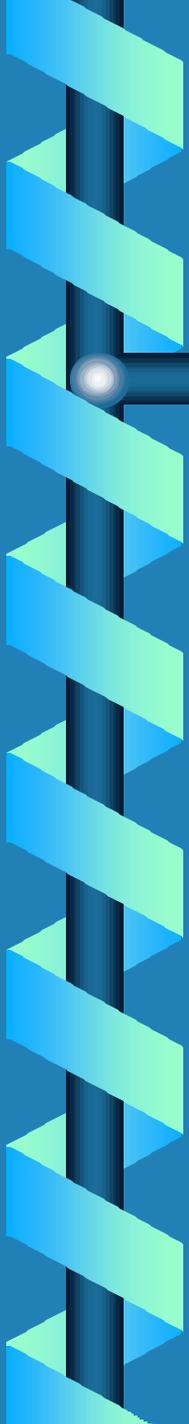
Implementation Ideas

- ① Hold seminars and lunch-and-learn sessions
- ② Hold sessions geared toward managers' issues
- ③ Produce simple brochures and fliers that address the flexibilities
- ④ Develop efficient mechanisms for disseminating the information
- ⑤ Form support groups
- ⑥ Collect anecdotes of success stories
- ⑦ Develop cadre of management mentors



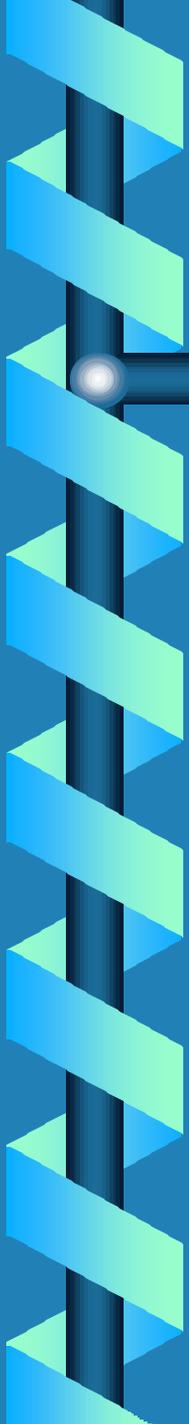
Evaluating Work/Life Programs

- No “silver bullet”
- Get baseline data
- Use qualitative and quantitative measures
- Measure over the long-term



Measuring Effectiveness

- ⊗ Rates of turnover
- ⊗ Retention
- ⊗ Employee morale
- ⊗ Productivity
- ⊗ Absenteeism
- ⊗ “Employees who used work/life programs were the least likely to burn out and were the most committed.” (1995 DuPont study)



In closing.....

- ⊗ “Work and personal life have a circular impact; one cannot be experienced without a reaction from the other.”



Contact Us for More Information

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