



Clockwise from top left, Patrick Bowring; Nene King in her former Sydney office; and Colin Hahne at court. Photos: VINCE CALIGIURI, BARRY NEWBERRY, BRENDAN ESPOSITO

Flexible hours don't work for men: report

By Nassim Khadem

Women who are offered flexible working arrangements are more likely to move into senior leadership roles, but men who decide to do the same thing are less likely to excel, a new report has found.

The report by Bain & Company and Chief Executive Women found that the stigmas attached to men taking time off work to look after kids has meant there's been a low uptake of flexible working arrangements in large businesses across Australia.

It urges a complete rethink on the way male employees are viewed by their bosses and when they ask for work flexibility, and also urges the federal government to consider tax-deductible childcare to encourage parents to return to work after having children.

The report, based on a survey of 1030 employees of large businesses (defined as those with more than 100 staff), confirms not enough companies offer and encourage flexible working.

Australia's Workplace Gender Equality Agency found that only 48 per cent of non-public-sector organisations with more than 100

employees have a formal policy in place on flexible working arrangements.

And Bain's own results show uptake remains modest: just 38 per cent of females and 28 per cent of males surveyed said they used flexible work arrangements, and even then the number is likely to be overstated.

The report defines "flexible working" very broadly as "an organisation allowing employees a measure of control over when, where and how they work, including working part-time, working from home, setting their own hours and taking a leave of absence".

Former James Hardie chairwoman Meredith Hellicar said given nearly 50 per cent of households were dual-income ones, "flexible work needs to be the new normal".

Ms Hellicar, now the chairwoman of logistics company Bagtans and managing director of leadership mentoring firm Merrick & Company, said such work arrangements could help boost productivity. "It is not just about having flexible work policies," she said. "The real barrier to working flexibly is a cultural one."

The report found women who

worked flexibly were stronger advocates in their organisations and therefore more likely to progress into senior roles.

But, despite men playing more active roles as caregivers, it found they get judged negatively if they ask to move to part-time or off-site work and are not supported by their peers and management.

One man surveyed said: "The environment that management creates makes it difficult to participate." Another said it had affected career progression: "My boss told me I wouldn't be able to get promoted working part-time."

Australian Human Rights Commission research found that 27 per cent of fathers and partners have reported experiencing discrimination related to parental leave and return to work despite taking short periods of leave. Men are also twice as likely as women to have their request to work flexibly rejected.

Ms Hellicar said for equal workforce participation at every level of leadership, both genders must be supported in sharing childcare.

"We speculate men are 10 to 15 years behind [women] in adopting flexible working," she said.

King 'went off the rails' after husband's death

By Mark Russell

Former magazine queen Nene King has told a jury how she ignored the advice she had given to thousands of women when she fell apart after her third husband was taken by a shark.

"I went off the rails," Ms King said on Tuesday when giving evidence in the County Court trial of her former friend Colin Hahne, who is accused of taking more than \$40,000 from her in 2009.



Nene King with a friend and Sergeant Terry Ervin of the Water Police in May 1996. Below, Nene King at the County Court of Victoria on Tuesday.

Ms King, who became editor of *Woman's Day* in 1988 and went on to become joint editor of *Woman's Day* and the *Australian Women's Weekly*, said the magazines had been her world until her father died in April 1996 and five weeks later she lost her third husband, Patrick Bowring, from a suspected shark attack when diving off Bondi.

"I got depressed," Ms King told the jury when admitting she developed a drug problem. "I was very, very, very unhappy for two or three years and I saw psychiatrists."

"I tried to sabotage my own life. I didn't care."

Ms King said she had made a lot of money running the popular women's magazines and said she was once named the richest woman in Australian publishing.

Having quit her job, Ms King bought a house in Caulfield South in 2003 and lived as a virtual recluse. She said she was introduced to Larry Sutcliffe about two years later by her niece and he soon moved in with her.

Asked in court if she was in a relationship with Mr Sutcliffe, Ms King replied: "Who Larry? No, Larry's gay."

She said Mr Sutcliffe, who worked occasionally as a massage therapist on cruise ships, never paid for anything when living with her.

"I'm a fool. I'm trusting. I felt sorry for him. I know it sounds pathetic but I just paid the bills."

She told how she had had a drug problem and was regularly smoking marijuana with Mr Sutcliffe before he met Mr Hahne on the internet and the two men began a relationship.

Ms King said Mr Sutcliffe would ride his bicycle to the Eureka Towers in Southbank where Mr Hahne was staying.

She claimed the first time she met Mr Hahne was in her back garden and she tried some "ice" he had brought with him.

Ms King said Mr Hahne told her how he had had 13 companies that went bust and he had no money, so she agreed to let him move in with her and Mr Sutcliffe.

She was 66 at the time, Mr Sutcliffe was 44 and Mr Hahne 37.

Ms King said Mr Hahne claimed to be a "financial wizard", which was something she might have questioned if she had been sane in those days.

Suffering from substance abuse, depression and post-traumatic stress disorder at the time, Ms King said she spent 15 days in May 2007 at the Melbourne Clinic, a psychiatric hospital.

Ms King said she continued to pay

all the bills for both men before her money started running out and she had to take out a mortgage on her home.

Mr Hahne, 46, who has pleaded not guilty to 49 theft and deception-related charges, said he had an arrangement with Ms King to use her credit cards and always did so with her authority.

Ms King said Mr Hahne had asked for money to help pay his parents' mortgage on a Wangaratta farm, as well as hundreds of thousands of dollars for legal fees for a court case he was involved in.

At one stage during her evidence, Ms King looked at Mr Hahne sitting in the dock and said, "Don't roll your eyes. It's the truth."

Cross-examined by defence lawyer Sarah Leighfield, Ms King agreed she had always been a generous woman, having given Mr Hahne a \$6000 watch and Mr Sutcliffe a car, but her generosity had got out of hand.

Ms King said she had enjoyed both men's company when they stayed at her home and they had developed a strong relationship.

She would jokingly refer to Mr Sutcliffe as her son and Mr Hahne as her nephew.

Questioned about her drug use, Ms King denied being a heavy marijuana user before her husband died in 1996.

"Do you think I could run a multimillion dollar business being stoned?" she asked Ms Leighfield.

"I wasn't a drug addict until after he [Mr Bowring] died."

Ms King said she might have had one or two joints a night with her husband but her drug use escalated later.

Asked about her evidence at an 2013 hearing at which she claimed to have been smoking between nine to 10 joints a day when living with Mr Sutcliffe and Mr Hahne, Ms King said she was mistaken and it was probably more like five to six joints.

Ms King also admitted using cocaine "a few times" in 2009.

The trial, before judge Geoffrey Chettle, continues.



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Open Letter to the ACT Chief Minister

Our Children Need Better Support

Dear Chief Minister,

Qualified school psychologists, school counsellors and other mental health professionals such as social workers and allied health professionals play a vital role in supporting the mental health and learning of students in ACT schools. For children who have a disability or learning difficulty, psychologists and other mental health professionals are critical to the initial diagnosis, and developing and monitoring evidence-based, targeted interventions and providing supported referrals where needed. For young people who have experienced trauma or who have mental health issues, school psychologists and other mental health professionals can provide expert support, including counselling. Every ACT school strives to meet the individual needs of every student – school psychologists are an integral component of this effort.

However, at the moment, there are schools in the ACT with nearly one thousand adolescents where the school psychologist is part-time. Most school psychologists are responsible for students across two, three or even four schools. There are simply not enough qualified school psychologists employed in schools to provide children and young people in the ACT the care they deserve.

That's why the Expert Panel on Students with Complex Needs and Challenging Behaviours recommended that the Education and Training Directorate increase the number of school psychologists to meet the ratio of 1:500 students recommended by the Australian Psychologists and Counsellors in Schools Association.

The Expert Panel was composed of a group of highly experienced and esteemed experts. Your Government told the ACT community that it accepted all of the panel's recommendations. However, as the 2016 school year begins this recommendation has not been implemented and there is no indication of when it will be.

We, the undersigned, call on you to:

- Provide adequate funds and effective services to meet the social and emotional needs of ACT students not currently attaining minimum educational standards.
- As a first step provide additional resourcing to fund 34 additional school psychologists to meet the ratio of 1 school psychologist for every 500 students in ACT public schools.
- Inform the ACT community when the 1:500 ratio will be achieved.
- Reiterate your commitment to implementing all of the Expert Panel's recommendations, including Recommendation 10.1 in relation to increasing the ratio of school psychologists to students.
- As an essential second step commit to developing a cross-sector co-ordinated, comprehensive approach to ensure access for students and families to social and emotional support to improve their education attainment in diverse settings and outside of school hours and school terms.

Yours Sincerely,

Glenn Fowler
Branch Secretary
Australian Education Union ACT

John Haydon
President
ACT Council of Parents and Citizens' Associations

Susan Helyar
Director
ACT Council of Social Service

Stephanie Gotlib
Chief Executive Officer
Children With Disability Australia

Emma Robertson
Director
ACT Youth Coalition

Frank Brassil
President
Canberra Goulburn
St Vincent de Paul Society

Alex White
Secretary
Unions ACT

Trevor Cobbold
National Convenor
Save Our Schools

Laura Jellins
President
Australian Psychologists and Counsellors in Schools

Indonesia to scrap Aust visa fee to boost tourism

By Michael Neilson

The \$US35 (\$49) visa fee Australian tourists must pay to enter Indonesia looks set to be finally scrapped after years of the Indonesian government flip-flopping on the policy.

Co-ordinating Ministry for Maritime Affairs spokesman Djoko Hartoyo says Australia will be one of 79 new countries to be granted free one-month tourist visas.

On three previous occasions Australia has been included in such a group, only to be withdrawn for political reasons or because Australia did not offer Indonesian tourists reciprocal visa arrangements.

But Mr Hartoyo said Indonesia had not demanded anything in return this time.

"We are doing it simply because we want more Australian tourists coming to Indonesia. It is true that the government is receiving less from people entering Indonesia, but what the people can get in return [from tourism] is much bigger."

He said he hoped the policy would be signed by President Joko Widodo this week.

In March last year, amid high tensions over the executions of drug smugglers Myuran Sukumaran and Andrew Chan, Indonesia removed Australia from a group of 45 countries whose tourist visa fees would be waived, blaming a lack of reciprocal arrangements.

In September, the Indonesian Tourism Minister again promised that Australians would be granted free visa access, before leaving them out of the policy that began on October 1. Indonesia has previously requested Australia grant long-term visas for officials at the level of director and above, visas for business and tighter security on drugs.

In November last year Australia announced an easing for Indonesians, with a three-year multiple entry visa and online applications.

A spokesperson for Air Asia said the airline hoped the policy would lead to more Australians travelling to Indonesia.

The Australian Department of Foreign Affairs and Trade said it had not yet received any information from the Indonesian Government about the announcement.

with Karuni Rompies