

know your rights

No.16 – Shift Work.

The Know Your Rights series.

This Know Your Rights bulletin is the sixteenth in a series of fact sheets to assist CSIRO staff better understand and enforce their rights at work. The source of these rights are contained at Clause 27 of the CSIRO Enterprise Agreement 2008-2011 (the Agreement).

Who is eligible for Shift duty and what are the penalty rates?

Shift duty payments apply to an officer who is rostered to perform and performs ordinary duty in the following circumstances (Clause 27b):

Type of shift duty	Penalty Rate
Duty, including duty on an alternating or rotating shift, any part of which regularly falls between the hours of 6 p.m. and 6 a.m. Monday to Friday	15%
Duty on a shift falling wholly within the hours of 6 p.m. and 8 a.m. Monday to Friday over a continuous period exceeding four weeks	30%
Duty between midnight on Friday and midnight on Saturday	50%
Duty on Sunday	100%
Duty on a public holiday	150%

Impact of penalty payments and shift duty on overtime payments, allowances, recreation leave and holidays.

The penalty rates prescribed above shall not be taken into account in the calculation of overtime or in the determination of any allowance based upon salary (Clause 27c).

Where an officer performing shift duty works overtime on a Saturday the officer shall be paid an additional 100% of ordinary rates of pay, provided that the overtime is not continuous with ordinary duty. The minimum overtime payment shall be 4 hours (Clauses 27d and 23h).

When on recreation leave, an officer who has normally been in receipt of penalty payments will be paid inclusive of the penalty rate (Clause 27e)

Enhanced responsibilities allowance shall be regarded as salary for the purpose of calculating shift duty payments (Clause 27f).

If an officer works a rotating roster and a working day falls on a holiday, the officer will receive a day in lieu or if it's not practicable to take the day in lieu within a month, it may be paid out (Clause 27g).

What if I'm not yet a member?

Then its time to join to ensure your rights are protected! Get on board by picking up a form from your workplace delegate, download one from www.cpsu-csiro.org.au, email cpsstaff@cpsu.org.au or call 03 8620 6348 for more information.



CSIRO Staff Association

www.cpsu-csiro.org.au