



## 25. Shift Work



CSIRO Staff Association

This is the twenty-fifth in a series of fact sheets to assist CSIRO union members better understand and enforce our rights at work. The source of these rights is contained in the new CSIRO Enterprise Agreement 2011-2014 (EA).

# Know Your Rights

### 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 28b):

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 rate payments and shift duty on overtime payments, allowances, recreation leave and holidays.

The penalty rates outlined above are not taken into account in the calculation of overtime or in the determination of any allowance based upon salary (Clause 28c).

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 (Clause 28d).

When on recreation leave, an officer who has normally been in receipt of penalty payments, will be paid inclusive of the penalty rate (Clause 28e).

Enhanced responsibilities allowance shall be regarded as salary for the purpose of calculating shift duty payments (Clause 28f).

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 28g).