

Clause 23 – Hours of Work and Shifts

St John proposed clause changes

Without Prejudice

St John propose the following amendment to Clause 23, Hours of Work and Shifts:

23.1 General

- (a) Full-time Transport Officers will be required to work an average of 42.5 hours per week Monday to Friday. Weekly hours comprise of 38 ordinary hours and 4.5 reasonable additional hours.
 - (i) In compensation for reasonable additional hours worked, Transport Officers will be entitled to:
 - (A) two (2) weeks' additional leave per year, to be taken in accordance with the leave roster; and
 - (B) an Excess Hours Penalty which is payable as a flat amount per week as provided in **APPENDIX 1**.
- (b) A Transport Officer may work the following rosters;
 - (i) five (5) shifts of 8.5 hours worked Monday to Friday between the hours 0500 and 0100; or
 - (ii) two (2) shifts of 8.5 hours each on Weekends Only (Part Time); or
 - (iii) St John may introduce new rosters to meet operational needs to work outside the parameters as set in clause (i) and (ii).
- (c) For any shift which is worked past midnight (therefore on 2 days), the day the shift commences will be considered the day worked.
- (d) Should St John introduce a roster as outlined in clause (iii) an employee who was employed prior to the commencement of ~~this Agreement~~ **the St John Ambulance Western Australia Ltd. Transport Officers Enterprise Agreement 2020**, will be eligible for a grandparenting arrangement and will not be required to work the roster unless agreed between the employee and St John.
 - (i) St John agrees that any roster introduced as outlined in clause (iii) positions will be offered to permanent employees in the first instance.
- (e) An employee whilst in induction training will be paid the appropriate weekly base rate of pay.
- (f) Employees will be allocated a 30 minute paid break during the shift with the following conditions:
 - (i) the meal break cannot be taken within the first three or last three hours of the shift unless mutually agreed between St John and the employee; and
 - (ii) breaks will commence immediately when allocated and end at 30 minutes; and
 - (iii) the break may be interrupted to meet urgent operational needs; and
 - (iv) no penalties or Special Leave shall apply in the event the meal break is interrupted,