

Appendix F

Clause 19 Hours of Work and Shifts

St John proposed clause changes

Without Prejudice

St John propose the following revision to clause 19 Hours of Work and Shifts:

- (a) The full time ordinary hours of duty shall be an average of 38 per week, worked in a series of shifts arranged in a roster.
- (b) No roster will require an employee to work more than 3 consecutive night shifts unless otherwise agreed between the employee and St John.
- (c) No roster will require an employee to work more than 6 consecutive shifts.
- (d) The parties acknowledge that an employee may be required to temporarily change their rostered shift or shift colour to meet operational requirements, with at least seven (7) days' notice. St John will first seek voluntary expressions of interest to change a shift or shift colour. Wherever possible, St John will advise employees of the expected duration of the change which shall not exceed 8 consecutive weeks.
- (e) An employee, whilst in induction training, will be paid the appropriate base hourly rate of pay.
- (f) Employees will be provided with the following breaks excluding the first or last hour of a shift along with a 30 minute meal break, as follows:
 - 7 Hour Shift – 1 x 10 minute break, 1 x 15 minute break
 - 8 Hour Shift – 1 x 10 minute break, 1 x 15 minute break
 - 9 Hour Shift – 2 x 10 minute break, 1 x 15 minute break
 - 10 Hour Shift – 2 x 10 minute break, 1 x 15 minute break
 - 12 Hour Shift – ~~2 x 10 minute break~~, 2 4 x 15 minute break
- (g) The breaks provided for in clause 19 (f) above cannot be taken in conjunction with the 30 minute meal break unless otherwise agreed.
- (h) Employees will be provided with a 30 minute paid meal break on afternoon and night shift subject to operational requirements.
- (i) Employees on day shift will receive a 30 minute unpaid meal break or be paid 30 minutes at double time if the meal break is not received due to operational requirements.
- (j) Employees will not be entitled to overtime or Special Leave in place of a break as provided in clause 19 (f) if the break is not taken or allocated due to operational needs unless the break is provided in accordance with clause 19 (i).