

Appendix N

Clause XX.X – Meal Breaks

St John proposed clause changes

Without Prejudice

St John propose the following new clause and amendments to subclause 23.1 (e):

XX.X Meal Breaks

- (a) Employees are entitled to one uninterrupted 30 minute paid meal break on shifts of 8.5 hours or more with the following conditions:
 - (i) the meal break cannot be taken within the first three or last one and a half hours of the shift unless mutually agreed between St John and the employee; and
 - (ii) no Special Leave shall apply in the event the meal break is interrupted, not taken, or not allocated due to urgent operational needs.
- (b) The meal break will be counted as time worked.
- (c) St John will direct a meal break to be taken:
 - (i) when operationally suitable; and
 - (ii) within the meal break span specified in clause **XX** (a) (i).
- (d) Should the meal break be interrupted, or the employee is not provided a meal break in accordance with this clause, the employee shall be paid a meal break penalty in accordance with **Appendix 2**.
- (e) Employees are only entitled to claim one meal break penalty per shift.
- (f) St John may direct employees to take a meal break to be taken:
 - (i) When an employee is at a facility which provides for access to toilet, drinks, food and/or reheat and seating facilities (e.g., a hospital, a station or St John property); or
 - (iii) where an employee notifies they are at a location they would like to take a break (e.g., a café, shopping centre or outdoor location).
- (g) St John may direct an employee to a suitable meal break facility for the purposes of commencing a meal break.
- (h) An employee who is directed to take a meal break and refuses a meal break will not be entitled to the Meal Break Penalty at clause **xx** (d) or a subsequent break.
- (i) For the purposes of introducing and managing meal breaks, St John will develop and implement a meal break process based on the following principles:

- (i) all employees should receive a 30 minute break within the meal break span, provided meal breaks are not to be taken in the first three hours or the last 1.5 hours of a shift;
- (iv) operational requirements may impact on the availability of a meal break; and
- (v) employees may be required as part of a process to confirm when they are at a depot or suitable meal break location to assist in meal break management.