

Appendix O

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.
Additional leave is compensation for reasonable additional hours worked in the form of leave based on roster patterns requiring additional hours, including public holidays. Additional leave is not annual leave and does not attract leave loading; 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) 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.
- (d) An employee whilst in induction training will be paid the appropriate weekly base rate of pay.
- ~~(e) 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, not taken, or not allocated due to urgent operational needs.~~