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<p>Part 1—Application and Operation</p> <p>1. Title</p> <p>This award is the <i>Aboriginal Community Controlled Health Services Award 2010</i>.</p> <p>2. Commencement and transitional</p> <p>2.1 This award commences on 1 January 2010.</p> <p>2.2 The monetary obligations imposed on employers by this award may be absorbed into overaward payments. Nothing in this award requires an employer to maintain or increase any overaward payment.</p> <p>2.3 This award contains transitional arrangements which specify when particular parts of the award come into effect. Some of the transitional arrangements are in clauses in the main part of the award. There are also transitional arrangements in Schedule A. The arrangements in Schedule A deal with:</p> <ul style="list-style-type: none"> • minimum wages and piecework rates • casual or part-time loadings • Saturday, Sunday, public holiday, evening or other penalties • shift allowances/penalties. <p>2.4 Neither the making of this award nor the operation of any transitional arrangements is intended to result in a reduction in the take-home pay of employees covered by the award. On application by or on behalf of an employee who suffers a reduction in take-home pay as a result of the making of this award or the operation of any transitional arrangements, the Fair Work Commission may make any order it considers appropriate to remedy the situation.</p> <p>2.5 The Fair Work Commission may review the transitional arrangements in this award and make a determination varying the award.</p>	<p>Part 1—Application and Operation of this Award</p> <p>1. Title and commencement</p> <p>1.1 This award is the <i>Aboriginal Community Controlled Health Services Award 2016</i>.</p> <p>1.2 This modern award, as varied, commenced operation on 1 January 2010.</p> <p>1.3 Neither the making of this award nor the operation of any transitional arrangements is intended to result in a reduction in the take-home pay of employees covered by the award. On application by or on behalf of an employee who suffers a reduction in take-home pay as a result of the making of this award or the operation of any transitional arrangements, the Fair Work Commission may make any order it considers appropriate to remedy the situation</p> <p><i>References to transitional arrangements removed - obsolete</i></p>

<p>2.6 The Fair Work Commission may review the transitional arrangements:</p> <ul style="list-style-type: none"> (a) on its own initiative; or (b) on application by an employer, employee, organisation or outworker entity covered by the modern award; or (c) on application by an organisation that is entitled to represent the industrial interests of one or more employers or employees that are covered by the modern award; or (d) in relation to outworker arrangements, on application by an organisation that is entitled to represent the industrial interests of one or more outworkers to whom the arrangements relate. 	
<p>3. Definitions and interpretation</p> <p>3.1 In this award, unless the contrary intention appears:</p> <p>Aboriginal community controlled health services are incorporated Aboriginal organisations, initiated and based in an Aboriginal community. They are governed by a representative Aboriginal Board of Management which is elected by the local Aboriginal community. They deliver holistic and culturally appropriate health and well-being services to the Aboriginal community which controls them.</p> <p>Aboriginal health worker includes a person who is registered with a national, State or Territory registration body, where registration is required in the State or Territory where the person is employed</p> <p>NOTE: Registration as an Aboriginal health worker is required in one or more States or Territories. Where registration is required, an employee employed in the relevant State or Territory will not be employed as an Aboriginal health worker unless they are registered with the relevant State or Territory registration body. It is intended that a national registration system will be implemented and variations to the definition of Aboriginal health worker will be sought once that registration system is established.</p> <p>Aboriginal knowledge and cultural skills—level 1 means:</p> <ul style="list-style-type: none"> (a) an understanding, awareness and sensitivity to Aboriginal culture and lore, kinship and skin relationships, local cultural values, the ability to conduct oneself in a culturally appropriate manner and an 	<p>2. Definitions</p> <p>In this award, unless the contrary intention appears:</p> <p>Aboriginal community controlled health services are incorporated Aboriginal organisations, initiated and based in an Aboriginal community. They are governed by a representative Aboriginal Board of Management which is elected by the local Aboriginal community. They deliver holistic and culturally appropriate health and well-being services to the Aboriginal community which controls them.</p> <p>Aboriginal health worker includes a person who is registered with a national, State or Territory registration body, where registration is required in the State or Territory where the person is employed</p> <p>NOTE: Registration as an Aboriginal health worker is required in one or more States or Territories. Where registration is required, an employee employed in the relevant State or Territory will not be employed as an Aboriginal health worker unless they are registered with the relevant State or Territory registration body. It is intended that a national registration system will be implemented and variations to the definition of Aboriginal health worker will be sought once that registration system is established.</p> <p>Aboriginal knowledge and cultural skills—level 1 means:</p> <ul style="list-style-type: none"> (a) an understanding, awareness and sensitivity to Aboriginal culture and lore, kinship and skin relationships, local cultural values, the ability to conduct oneself in a culturally appropriate manner and an

<p>understanding that Aboriginal culture is not homogenous throughout Australia;</p> <p>(b) where relevant, a knowledge of one or more relevant Australian Aboriginal language groups;</p> <p>(c) an ability to deliver or assist in the delivery of effective and appropriate services to an Aboriginal clientele through knowledge of the relevant Australian Aboriginal community, the ability to effectively communicate with Aboriginal people, and a knowledge of cultural conventions and appropriate behaviour;</p> <p>(d) an awareness of the history and role of Aboriginal organisations in the relevant region, an understanding of the organisations and their goals and the environment in which the organisations operate;</p> <p>(e) the ability to function effectively at work in an Aboriginal organisation; and</p> <p>(f) an understanding and/or awareness of the concepts of Aboriginal self-determination and Aboriginal identity</p> <p>Aboriginal knowledge and cultural skills—level 2 means Aboriginal knowledge and cultural skills—level 1 plus a thorough knowledge of the history and role of Aboriginal organisations in the region, including an understanding of the organisations and their goals and knowledge of the political and economic environment in which the organisations operate</p> <p>Aboriginal knowledge and cultural skills—level 3 means Aboriginal knowledge and cultural skills levels 1 and 2, plus an understanding, awareness and/or sensitivity to local, national and international cultural values and a clear understanding of Aboriginal organisations, their establishment and goals, and the political and economic environment in which the organisations operate at a local, national and international level</p> <p>Aboriginal person will be taken to include a Torres Strait Islander person</p> <p>Act means the <i>Fair Work Act 2009</i> (Cth)</p> <p>agreement-based transitional instrument has the meaning in the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)</p>	<p>understanding that Aboriginal culture is not homogenous throughout Australia;</p> <p>(b) where relevant, a knowledge of one or more relevant Australian Aboriginal language groups;</p> <p>(c) an ability to deliver or assist in the delivery of effective and appropriate services to an Aboriginal clientele through knowledge of the relevant Australian Aboriginal community, the ability to effectively communicate with Aboriginal people, and a knowledge of cultural conventions and appropriate behaviour;</p> <p>(d) an awareness of the history and role of Aboriginal organisations in the relevant region, an understanding of the organisations and their goals and the environment in which the organisations operate;</p> <p>(e) the ability to function effectively at work in an Aboriginal organisation; and</p> <p>(f) an understanding and/or awareness of the concepts of Aboriginal self-determination and Aboriginal identity</p> <p>Aboriginal knowledge and cultural skills—level 2 means Aboriginal knowledge and cultural skills—level 1 plus a thorough knowledge of the history and role of Aboriginal organisations in the region, including an understanding of the organisations and their goals and knowledge of the political and economic environment in which the organisations operate</p> <p>Aboriginal knowledge and cultural skills—level 3 means Aboriginal knowledge and cultural skills levels 1 and 2, plus an understanding, awareness and/or sensitivity to local, national and international cultural values and a clear understanding of Aboriginal organisations, their establishment and goals, and the political and economic environment in which the organisations operate at a local, national and international level</p> <p>Aboriginal person will be taken to include a Torres Strait Islander person</p> <p>Act means the <i>Fair Work Act 2009</i> (Cth)</p> <p>bilingual means a recognised proficiency in English as well as any one of the languages normally used by the employer’s customers/clients</p> <p>defined benefit member has the meaning given by the <i>Superannuation</i></p>
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appropriate certificate for the purposes of Aboriginal Health Worker Grade 2 means successful completion of an accredited course deemed appropriate by an Aboriginal community controlled health service which may include but is not limited to Certificate II through to Advanced Diploma courses in Aboriginal and/or Torres Strait Islander Primary Health Care under the Health Training Package

award-based transitional instrument has the meaning in the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

default fund employee means an employee who has no chosen fund within the meaning of the *Superannuation Guarantee (Administration) Act 1992* (Cth)

defined benefit member has the meaning given by the *Superannuation Guarantee (Administration) Act 1992* (Cth)

Division 2B State award has the meaning in Schedule 3A of the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

Division 2B State employment agreement has the meaning in Schedule 3A of the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

employee means national system employee within the meaning of the Act

employer means national system employer within the meaning of the Act

enterprise award-based instrument has the meaning in the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

exempt public sector superannuation scheme has the meaning given by the *Superannuation Industry (Supervision) Act 1993* (Cth)

MySuper product has the meaning given by the *Superannuation Industry (Supervision) Act 1993* (Cth)

NES means the National Employment Standards as contained in sections 59 to 131 of the *Fair Work Act 2009* (Cth)

on-hire means the on-hire of an employee by their employer to a client, where such employee works under the general guidance and instruction of

Guarantee (Administration) Act 1992 (Cth)

employee means national system employee within the meaning of the Act

employer means national system employer within the meaning of the Act

exempt public sector superannuation scheme has the meaning given by the *Superannuation Industry (Supervision) Act 1993* (Cth)

MySuper product has the meaning given by the *Superannuation Industry (Supervision) Act 1993* (Cth)

NES means the National Employment Standards as contained in sections 59 to 131 of the *Fair Work Act 2009* (Cth)

on-hire means the on-hire of an employee by their employer to a client, where such employee works under the general guidance and instruction of the client or a representative of the client

standard rate means the minimum weekly wage for an Aboriginal Health Worker Grade 2 Level 1 in clause 16.1(a)

Definitions relating to transitional instruments removed - obsolete

<p>the client or a representative of the client</p> <p>standard rate means the minimum wage for an Aboriginal Health Worker Grade 2 Level 1 in clause 14.1</p> <p>transitional minimum wage instrument has the meaning in the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)</p>	
<p>3.2 Where this award refers to a condition of employment provided for in the NES, the NES definition applies.</p>	<p>3.2 Where this award refers to a condition of employment provided for in the NES, the NES definition applies.</p> <p><i>Moved to clause 3—The National Employment Standards and this Award</i></p>
<p>4. Coverage</p> <p>4.1 This industry award covers employers throughout Australia in the Aboriginal community controlled health services industry and their employees in the classifications listed in clause 14—Minimum wages to the exclusion of any other modern award.</p> <p>4.2 The award does not cover an employee excluded from award coverage by the Act.</p> <p>4.3 The award does not cover employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)), or employers in relation to those employees.</p> <p>4.4 The award does not cover employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)), or employers in relation to those employees.</p> <p>4.5 This award covers any employer which supplies labour on an on-hire basis in the industry set out in clause 4.1 in respect of on-hire employees in classifications covered by this award, and those on-hire employees, while engaged in the performance of work for a business in that industry. This subclause operates subject to the exclusions from coverage in this award.</p> <p>4.6 This award covers employers which provide group training services for</p>	<p>4. Coverage</p> <p>4.1 This industry award covers employers throughout Australia in the Aboriginal community controlled health services industry and their employees in the classifications listed in clause 16—Minimum wages to the exclusion of any other modern award.</p> <p>4.2 Aboriginal community controlled health services are incorporated Aboriginal organisations, initiated and based in an Aboriginal community. They are governed by a representative Aboriginal Board of Management which is elected by the local Aboriginal community. They deliver holistic and culturally appropriate health and well-being services to the Aboriginal community which controls them.</p> <p>4.3 This award covers any employer which supplies labour on an on-hire basis in the industry set out in clauses 4.1 and 4.2 in respect of on-hire employees in classifications covered by this award, and those on-hire employees, while engaged in the performance of work for a business in that industry. This subclause operates subject to the exclusions from coverage in this award.</p> <p>4.4 This award covers employers which provide group training services for trainees engaged in the industry and/or parts of industry set out at clauses 4.1 and 4.2 and those trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. This subclause operates subject to the exclusions from coverage in this award.</p> <p>4.5 The award does not cover:</p>

<p>trainees engaged in the industry and/or parts of industry set out at clause 4.1 and those trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. This subclause operates subject to the exclusions from coverage in this award.</p> <p>4.7 Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.</p> <p>NOTE: Where there is no classification for a particular employee in this award it is possible that the employer and that employee are covered by an award with occupational coverage.</p>	<p>(a) an employee excluded from award coverage by the Act;</p> <p>(b) employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)), or employers in relation to those employees; or</p> <p>(c) employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)), or employers in relation to those employees.</p> <p>4.6 Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.</p> <p>NOTE: Where there is no classification for a particular employee in this award it is possible that the employer and that employee are covered by an award with occupational coverage.</p>
<p><i>Clause inserted - proposed new provision</i></p>	<p>5. Effect of variations made by the Fair Work Commission</p> <p>A variation to this award does not affect any right, privilege, obligation or liability that a person acquired, accrued or incurred under the award as it existed prior to that variation.</p>
<p>5. Access to the award and the National Employment Standards</p> <p>The employer must ensure that copies of this award and the NES are available to all employees to whom they apply either on a noticeboard which is conveniently located at or near the workplace or through electronic means, whichever makes them more accessible.</p> <p>6. The National Employment Standards and this award</p> <p>The NES and this award contain the minimum conditions of employment for employees covered by this award.</p>	<p>3. The National Employment Standards and this award</p> <p>3.1 The National Employment Standards (NES) and this award contain the minimum conditions of employment for employees covered by this award.</p> <p>3.2 Where this award refers to a condition of employment provided for in the NES, the NES definition applies.</p> <p>3.3 The employer must ensure that copies of the award and the NES are available to all employees to whom they apply, either on a notice board which is conveniently located at or near the workplace or through accessible electronic means.</p>

<p>7. Award flexibility</p> <p><i>Provision not reproduced - standard clause - no change</i></p>	<p>6. Award flexibility for individual arrangements</p> <p><i>Provision not reproduced - standard clause - no change</i></p>						
<p><i>Clause inserted - proposed new provision</i></p>	<p>7. Facilitative provisions for flexible working practices</p> <p>7.1 A facilitative provision provides that the standard approach in an award provision may be departed from by agreement between an employer and an individual employee, or an employer and the majority of employees in the enterprise or part of the enterprise concerned.</p> <p>7.2 Facilitative provisions in this award are contained in the following clauses:</p> <table border="1" data-bbox="1223 512 2092 683"> <thead> <tr> <th>Clause</th> <th>Provision</th> <th>Agreement between an employer and:</th> </tr> </thead> <tbody> <tr> <td>24.2</td> <td>Public holidays—substitution</td> <td>An individual or the majority of employees</td> </tr> </tbody> </table>	Clause	Provision	Agreement between an employer and:	24.2	Public holidays—substitution	An individual or the majority of employees
Clause	Provision	Agreement between an employer and:					
24.2	Public holidays—substitution	An individual or the majority of employees					
<p>Part 2—Consultation and Dispute Resolution</p> <p>8. Consultation</p> <p><i>Provision not reproduced - standard clause - no change other than numbering and changes to clause titles</i></p>	<p>Part 7—Consultation and Dispute Resolution</p> <p>27. Consultation regarding major workplace change</p> <p>28. Consultation about changes to rosters or hours of work</p> <p><i>Provision not reproduced - standard clause - no change other than numbering and changes to clause titles</i></p>						
<p>9. Dispute resolution</p> <p><i>Provision not reproduced - standard clause - no change</i></p>	<p>29. Dispute resolution</p> <p><i>Provision not reproduced - standard clause - no change</i></p>						
<p>Part 3—Types of Employment and Termination of Employment</p> <p>10. Types of employment</p> <p>10.1 Employment categories</p> <p>(a) Employees under this award will be employed in one of the following categories:</p> <p>(i) full-time;</p>	<p>Part 2—Types of Employment and Classifications</p> <p>8. Types of employment</p> <p>8.1 Employment categories</p> <p>Employees under this award will be employed in one of the following categories:</p> <p>(a) full-time employment;</p>						

<p>(ii) part-time; or</p> <p>(iii) casual.</p> <p>(b) At the time of engagement an employer will inform each employee in writing whether they are employed on a full-time, part-time or casual basis. An employer may direct an employee to carry out such duties that are within the limits of the employee’s skill, competence and training, consistent with the respective classification of that employee.</p>	<p>(b) part-time employment; or</p> <p>(c) casual employment.</p> <p>8.2 At the time of engagement an employer will inform each employee in writing whether they are employed on a full-time, part-time or casual basis.</p> <p>8.3 An employer may direct an employee to carry out such duties that are within the limits of the employee’s skill, competence and training, consistent with the respective classification of that employee.</p>
<p>10.2 Full-time employment</p> <p>A full-time employee is one who is engaged to work 38 hours per week or an average of 38 hours per week pursuant to clause 20—Ordinary hours of work and rostering of this award.</p>	<p>9. Full-time employment</p> <p>A full-time employee is engaged to work 38 hours per week or an average of 38 ordinary hours per week in accordance with clauses 13—Ordinary hours of work and 14—Rostering arrangements.</p>
<p>10.3 Part-time employment</p> <p>(a) A part-time employee is an employee who:</p> <p>(i) is engaged to work less than the full-time hours of an average of 38 hours per week;</p> <p>(ii) has reasonably predictable hours of work; and</p> <p>(iii) receives, on a pro rata basis, equivalent pay and conditions to those of full-time employees who do the same kind of work.</p> <p>(b) Before commencing employment, the employer and employee will agree in writing on a regular pattern of work including the number of hours to be worked each week, the days of the week the employee will work and the starting and finishing times each day.</p> <p>(c) The terms of the agreement may be varied by agreement and recorded in writing.</p> <p>(d) A part-time employee will be rostered for a minimum of four consecutive hours on any shift.</p> <p>(e) All time worked in excess of the hours as mutually arranged or varied will be overtime and paid for at the rates prescribed in clause</p>	<p>10. Part-time employment</p> <p>10.1 A part-time employee is an employee who:</p> <p>(a) is engaged to work less than an average of 38 ordinary hours per week;</p> <p>(b) has reasonably predictable hours of work; and</p> <p>(c) receives, on a pro rata basis, equivalent pay and conditions to those of full-time employees who do the same kind of work.</p> <p>10.2 Before commencing employment, the employer and employee will agree in writing on a regular pattern of work including:</p> <p>(a) the number of hours to be worked each week;</p> <p>(b) the days of the week the employee will work; and</p> <p>(c) the starting and finishing times each day.</p> <p>10.3 The terms of the agreement may be varied by agreement and recorded in writing.</p> <p>10.4 A part-time employee will be rostered for a minimum of four consecutive hours on any shift.</p>

24—Overtime and penalty rates of this award.	10.5 All time worked in excess of the hours as mutually arranged or varied will be overtime and paid for at the rates prescribed in clause 19—Overtime .
<p>10.4 Casual employment</p> <p>(a) A casual employee is an employee engaged as such on an hourly basis.</p> <p>(b) A casual employee will be paid per hour an amount calculated at the rate of 1/38th of the weekly rate appropriate to the employee’s classification, plus a casual loading of 25% instead of the paid leave entitlements of full-time and part-time employees.</p> <p>(c) The minimum period of engagement of a casual employee is three hours.</p> <p>(d) Casual employees who are required to work on public holidays will, instead of the casual loading, be paid an additional 50% for such work.</p>	<p>11. Casual employment</p> <p>11.1 A casual employee is engaged as such on an hourly basis.</p> <p>11.2 Unless otherwise stated, for each ordinary hour worked a casual employee will be paid:</p> <p>(a) the minimum hourly rate for the employee’s classification; and</p> <p>(b) a casual loading of 25% instead of the paid leave entitlements of full-time and part-time employees.</p> <p>11.3 The minimum period of engagement of a casual employee is three hours.</p>
<p>11. Termination of employment</p> <p><i>Provision not reproduced - no change</i></p> <p>11.3 Job search entitlement</p> <p><i>Clauses 12.3 and 13.4 moved to clause 34</i></p>	<p>Part 8—Termination of Employment and Redundancy</p> <p>30. Termination of employment</p> <p><i>Clause 12.3 and 13.4 moved to clause 34</i></p>
<p>12. Redundancy</p> <p><i>Provision not reproduced - no change other than renumbering of clause and clause titles</i></p>	<p>31. Redundancy</p> <p>32. Transfer to lower paid job on redundancy</p> <p>33. Employee leaving during redundancy notice period</p> <p>34. Job search entitlement</p> <p><i>Provision not reproduced - no change other than renumbering of clause and clause titles</i></p>
<p>12.5 Transitional provisions – NAPSA employees</p> <p>12.6 Transitional provisions – Division 2B State employees</p>	<p><i>Provisions removed - obsolete</i></p>

Part 4—Minimum Wages and Related Matters

13. Classifications

Classification definitions are set out in Schedule B—Classification Definitions. Employers must advise their employees in writing of their classification upon commencement and of any subsequent changes to their classification.

12. Classifications

12.1 Classification definitions are set out in Schedule A—Classification Definitions.

12.2 Employers must advise their employees in writing of their classification upon commencement and of any subsequent changes to their classification.

14. Minimum wages

14.1 Classifications

The following are the minimum weekly rates:

(a) Aboriginal Health Workers

	Per week \$
Grade 1	
Level 1	729.50
Level 2	781.80
Level 3	808.50
Grade 2	
Level 1	850.80
Level 2	895.20
Level 3	938.80
Grade 3	

Part 4—Wages and Allowances

16. Minimum wages

16.1 Classifications

(a) Aboriginal Health Worker/Aboriginal Community Health Worker employees

An employer must pay adult employees the following minimum wages for ordinary hours worked by the employee:

Employee classification	Minimum weekly rate	Minimum hourly rate
	\$	\$
Grade 1		
Level 1	729.50	19.20
Level 2	781.80	20.57
Level 3	808.50	21.28
Grade 2		
Level 1	850.80	22.39
Level 2	895.20	23.56
Level 3	938.80	24.71
Grade 3		
Level 1	964.90	25.39

Level 1	964.90	Level 2	990.90	26.08
Level 2	990.90	Level 3	1,013.70	26.68
Level 3	1013.70			
Grade 4		Grade 4		
Level 1	1037.90	Level 1	1,037.90	27.31
Level 2	1062.30	Level 2	1,062.30	27.96
Level 3	1088.00	Level 3	1,088.00	28.63

(b) Administrative

**Per week
\$**

Grade 1	
Level 1	724.10
Level 2	726.80
Level 3	742.10
Level 4	752.60
Level 5	774.40
Grade 2	
Level 1	786.40

(b) Administrative employees

An employer must pay adult employees the following minimum wages for ordinary hours worked by the employee:

Employee classification	Minimum weekly rate	Minimum hourly rate
	\$	\$
Grade 1		
Level 1	724.10	19.06
Level 2	726.80	19.13
Level 3	742.10	19.53
Level 4	752.60	19.81
Level 5	774.40	20.38
Grade 2		
Level 1	786.40	20.69
Level 2	800.30	21.06
Level 3	814.20	21.43

Level 2	800.30	Level 4	826.00	21.74
Level 3	814.20	Level 5	840.00	22.11
Level 4	826.00			
Level 5	840.00	Grade 3		
Grade 3		Level 1	855.10	22.50
Level 1	855.10	Level 2	870.40	22.91
Level 2	870.40	Level 3	879.90	23.16
Level 3	879.90	Level 4	895.50	23.57
Level 4	895.50			
Grade 4		Grade 4		
Level 1	909.60	Level 1	909.60	23.94
Level 2	931.40	Level 2	931.40	24.51
Level 3	948.20	Level 3	948.20	24.95
Level 4	965.70	Level 4	965.70	25.41
Grade 5				
Level 1	984.90	Grade 5		
Level 2	1005.40	Level 1	984.90	29.81
Level 3	1026.40	Level 2	1005.40	30.43
Level 4	1047.40	Level 3	1026.40	31.06
Grade 6				
Level 1	1068.40	Grade 6		
Level 2	1089.40	Level 1	1038.30	31.42
Level 3	1110.40	Level 2	1057.80	32.02
Level 4	1131.40	Level 3	1079.70	32.67
Level 5	1152.40	Level 4	1121.20	33.94
		Level 5	1154.70	34.95

Level 3	1026.40			
Grade 6				
Level 1	1038.30			
Level 2	1057.80			
Level 3	1079.70			
Level 4	1121.20			
Level 5	1154.70			
Grade 7				
Level 1	1182.10			
Level 2	1214.10			
Grade 8				
Level 1	1226.50			
Level 2	1257.90			
Level 3	1300.20			
Level 4	1330.90			

Grade 7		
Level 1	1182.10	35.78
Level 2	1214.10	36.74
Grade 8		
Level 1	1226.50	37.12
Level 2	1257.90	38.07
Level 3	1300.20	39.35
Level 4	1330.90	40.27

(c) Dental

	Per week \$
Dental Assistant	
Grade 1	690.40
Grade 2	704.70
Grade 3	719.20
Grade 4	764.90
Grade 5	790.70
Dental Therapist Grade 1	
Level 1	827.30
Level 2	849.00
Level 3	876.40
Level 4	910.10
Level 5	954.90
Level 6	999.00
Level 7	1033.00
Dental Therapist Grade 2	
Level 1	1047.60

(c) Dental employees

An employer must pay adult employees the following minimum wages for ordinary hours worked by the employee:

Employee classification	Minimum weekly rate	Minimum hourly rate
	\$	\$
Dental Assistant		
Grade 1	690.40	18.17
Grade 2	704.70	18.54
Grade 3	719.20	18.93
Grade 4	764.90	20.13
Grade 5	790.70	20.81
Dental Therapist Grade 1		
Level 1	827.30	21.77
Level 2	849.00	22.34
Level 3	876.40	23.06
Level 4	910.10	23.95
Level 5	954.90	25.13
Level 6	999.00	26.29
Level 7	1033.00	27.18
Dental Therapist Grade 2		
Level 1	1047.60	27.57
Level 2	1071.20	28.19
Level 3	1094.00	28.79
Level 4	1113.70	29.31

Level 2	1071.20	Level 5	1138.70	29.97
Level 3	1094.00			
Level 4	1113.70			
Level 5	1138.70			

(d) Ancillary

	Per week \$
Cleaner	718.70
Driver—Grade 1	748.50
Driver—Grade 2	768.20
Caretaker	768.20

(d) Ancillary employees

An employer must pay adult employees the following minimum wages for ordinary hours worked by the employee:

Employee classification	Minimum weekly rate	Minimum hourly rate
	\$	\$
Cleaner	718.70	18.91
Driver—Grade 1	748.50	19.70
Driver—Grade 2	768.20	20.22
Caretaker	768.20	20.22

14.2 Junior employees

A junior employee will be paid the following percentage of the ordinary rate prescribed by this award for the appropriate adult classification:

Age	%
At 16 years and under	50
At 17 years	60
At 18 years	70
At 19 years	80
At 20 years	90

16.2 Junior employees

A junior employee will be paid the following percentage of the ordinary rate prescribed by this award for the appropriate adult classification:

Age	% of the appropriate adult rate
At 16 years and under	50
At 17 years	60
At 18 years	70
At 19 years	80
At 20 years	90

<p>14.3 Supported wage system</p> <p>See Schedule C</p> <p>14.4 National training wage</p> <p>See Schedule D</p>	<p>16.3 Supported wage system</p> <p>For employees who because of the effects of a disability are eligible for a supported wage, see Schedule D—Supported Wage System.</p> <p>16.4 National training wage</p> <p>For employees undertaking a traineeship, see Schedule E—National Training Wage.</p>												
<p>15. Allowances</p> <p>15.1 Bilingual qualification allowance</p> <p>(a) Bilingual means a recognised proficiency in English as well as any one of the languages normally used by the employer’s customers/clients.</p> <p>(b) In recognition of the increased effectiveness and productivity of bilingual employees, an employee who is competently bilingual and who is regularly required in the course of their duties to use one or more of these languages will be paid an annual allowance of:</p> <table border="0" style="margin-left: 40px;"> <thead> <tr> <th></th> <th style="text-align: center;">% of standard rate</th> </tr> </thead> <tbody> <tr> <td>Level 1</td> <td style="text-align: center;">206.93</td> </tr> <tr> <td>Level 2</td> <td style="text-align: center;">414.18</td> </tr> </tbody> </table> <p>(c) Level 1 is an elementary level. This level of accreditation is appropriate for employees who are capable of using a minimal knowledge of language for the purpose of simple communication.</p> <p>(d) Level 2 represents a level of ability for the ordinary purposes of general business, conversation, reading and writing.</p> <p>(e) Proof of bilingual proficiency and accreditation will be obtained before an employee will be entitled to this allowance. Bilingual accreditation is obtained by the employee confirming their bilingual proficiency in writing from an interpreting and/or translating service agreed by the employer and the employee.</p>		% of standard rate	Level 1	206.93	Level 2	414.18	<p>17. Allowances</p> <p>17.1 Employers must pay to an employee the allowances the employee is entitled to under this clause. See Schedule C for a summary of monetary allowances and method of adjustment.</p> <p>17.2 Wage related allowance</p> <p>(a) Bilingual qualification allowance</p> <p>(i) Bilingual means a recognised proficiency in English as well as any one of the languages normally used by the employer’s customers/clients.</p> <p>(ii) In recognition of the increased effectiveness and productivity of bilingual employees, an employee who is competently bilingual and who is regularly required in the course of their duties to use one or more of these languages in addition to English will be paid an annual allowance of:</p> <table border="1" style="margin-left: 40px;"> <thead> <tr> <th>Level</th> <th style="text-align: center;">\$ per annum</th> </tr> </thead> <tbody> <tr> <td>Level 1</td> <td style="text-align: center;">1760.56</td> </tr> <tr> <td>Level 2</td> <td style="text-align: center;">3523.84</td> </tr> </tbody> </table> <p>(iii) For the purposes of this clause:</p> <ul style="list-style-type: none"> • Level 1 is an elementary level. This level of accreditation is appropriate for employees who are capable of using a minimal knowledge of language for the purpose of simple communication. • Level 2 represents a level of ability for the ordinary purposes 	Level	\$ per annum	Level 1	1760.56	Level 2	3523.84
	% of standard rate												
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	<p>of general business, conversation, reading and writing.</p> <p>(iv) Proof of bilingual proficiency and accreditation will be obtained before an employee will be entitled to this allowance. Bilingual accreditation is obtained by the employee confirming their bilingual proficiency in writing from an interpreting or translating service agreed by the employer and the employee.</p>
<p>15.2 Higher duties</p> <p>An employee engaged for one day or more during any pay period on duties carrying a higher rate than their ordinary classification will be paid an allowance equal to the amount of the difference between their own ordinary rate of pay and the minimum ordinary rate of pay at the higher designation.</p>	<p>16.6 Higher duties</p> <p>An employee engaged for one day or more during any pay period on duties carrying a higher rate than their ordinary classification will be paid an allowance equal to the difference between their own ordinary rate of pay and the minimum rate of pay for the higher classification.</p>
<p>15.3 Clothing allowance</p> <p>(a) Where the employer requires an employee to wear any special clothing such as a uniform, overalls or suitable industrial clothing, safety boots or shoes, the employer must reimburse the employee the cost of purchasing a reasonable number of such special clothing. The provisions of this clause do not apply where the special clothing is provided by the employer.</p> <p>(b) All special clothing so provided will remain the property of the employer. Reasonable laundering and maintenance of such items will be reimbursed to the employee unless provided free of cost to the employee.</p> <p>(c) Instead of providing such special clothing the employer may, by agreement with the employee, pay such employee a uniform allowance at the rate of \$1.20 per day or part thereof on duty or \$5.92 per week whichever is the lesser amount.</p> <p>(d) Where employees' uniforms are not laundered by or at the expense of the employer, the employee will be paid a laundry allowance of \$0.26 per day or part thereof on duty or \$1.29 per week, whichever is the lesser amount.</p> <p>(e) The uniform allowance but not the laundry allowance will be paid during all absences on leave, except absences on long service leave and absences on personal/carer's leave beyond 21 days. Where,</p>	<p>17.3 Expense related allowances</p> <p>(a) Clothing and laundry allowances</p> <p>(i) Clothing allowance</p> <p>Where the employer requires an employee to wear any special clothing such as a uniform, overalls or suitable industrial clothing, safety boots or shoes, the employer must:</p> <ul style="list-style-type: none"> • provide the employee with the special clothing; • reimburse the employee the cost of purchasing a reasonable number of such special items of clothing; or • by agreement with the employee, pay the employee the lesser of \$1.20 per day or part thereof on duty or \$5.92 per week. <p>(i) Laundry allowance</p> <p>Where the employer requires an employee to wear any special clothing in accordance with clause 17.3(a)(i), the employer will also:</p> <ul style="list-style-type: none"> • provide reasonable laundering and maintenance of such clothing;

<p>prior to the taking of leave, an employee was paid a uniform allowance other than at the weekly rate, the rate to be paid during absence on leave will be an average of the allowance paid during the four weeks immediately preceding the taking of leave.</p>	<ul style="list-style-type: none"> • reimburse the employee for reasonable laundering and maintenance of such clothing; or • pay the employee the lesser of \$0.26 per day or part thereof on duty and \$1.29 per week. <p>(ii) All special clothing provided by the employer will remain the property of the employer.</p> <p>(iii) The clothing allowance but not the laundry allowance will be paid during all absences on leave, except absences on long service leave and absences on personal/carer’s leave beyond 21 days.</p> <p>(iv) Where, prior to the taking of leave, an employee was paid a clothing allowance other than at the weekly rate, the rate to be paid during absence on leave will be an average of the allowance paid during the four weeks immediately preceding the taking of leave.</p>
<p>15.4 On call and recall allowances</p> <p>(a) Where an employee is required, and rostered by the employer to remain on call and in readiness to be recalled to work after ordinary working hours, the employee will be paid an on call allowance of 1.97% of the standard rate in respect of any 24 hour period or part thereof during which the employee is on call during an off duty period.</p> <p>(b) The on call allowance will be 3.94% of the standard rate in respect of any 24 hour period or part thereof on any public holiday or part thereof.</p> <p>(c) In the event of an employee who is on call being recalled for duty for any period during an off duty period, the employee will be paid from the time of receiving recall until the time of finishing such recall duty, with a minimum of one hour’s payment for such recall at the following rates:</p> <p>(i) within a spread of 12 hours from the commencement of the last period of ordinary duty—time and a half;</p>	<p><i>Clause has been moved from allowances to Part 5—Overtime and Penalty Rates</i></p> <p>19.6 On call and recall</p> <p>(a) If an employee is rostered by the employer to remain on call and in readiness to be recalled to work after ordinary working hours, the employee will be paid an on call allowance of:</p> <p>(i) \$16.76 for any 24 hour period or part thereof during which the employee is on call during an off duty period; or</p> <p>(ii) \$33.52 for any 24 hour period or part thereof on any public holiday or part thereof during which the employee is on call.</p> <p>(b) An employee who is on call and is recalled for duty for any period during an off duty period, will be paid from the time of receiving recall until the time of finishing recall duty, with a minimum of one hour’s payment for such recall at the following rates:</p> <p>(i) within a spread of 12 hours from the commencement of the last period of ordinary duty—150% of the minimum hourly rate;</p> <p>(ii) outside a spread of 12 hours from the commencement of the</p>

<p>(ii) outside a spread of 12 hours from the commencement of the last period of ordinary duty—double time; or</p> <p>(iii) on days observed as public holidays—double time.</p> <p>(d) Provided that if the employee is recalled and does not have an uninterrupted break of six hours between midnight and the time of commencement of the next period of ordinary duty the employee will be entitled to time off of six hours from the time of finishing the last recall to the time of commencing the next period of duty without loss of pay.</p>	<p>last period of ordinary duty—200% of the minimum hourly rate; or</p> <p>(iii) on days observed as public holidays—200% of the minimum hourly rate.</p> <p>(c) If the employee is recalled and does not have an uninterrupted break of six hours between midnight and the time of commencement of the next period of ordinary duty, the employee will be entitled to six hours off duty from the time of finishing the last recall to the time of commencing the next period of duty without loss of pay.</p>
<p>15.5 Travelling, transport and fares</p> <p>(a) An employee required and authorised to use their own motor vehicle in the course of their duties will be paid an allowance of not less than \$0.78 per kilometre.</p> <p>(b) When an employee is involved in travelling on duty, all reasonably incurred expenses with respect to fares, meals and accommodation will be met by the employer on production of receipted account(s) or other evidence acceptable to the employer. The employee and employer must agree prior to travel commencing as to the standard of travel, accommodation and meals to be paid before any allowance is paid.</p> <p>(c) The employee will not be entitled to reimbursement for expenses referred to in clause 15.5(b) which exceed the mode of transport, meals or the standard of accommodation agreed with the employer, for these purposes.</p> <p>(d) Where an employee is required to work at a place away from their normal place of work, all time reasonably spent travelling to and from the place of work will be credited at their ordinary rate of pay.</p>	<p>(b) Travelling, transport and fares</p> <p>(i) An employee required and authorised to use their own motor vehicle in the course of their duties will be paid an allowance of \$0.78 per kilometre.</p> <p>(ii) When an employee is involved in travelling on duty, all reasonably incurred expenses with respect to fares, meals and accommodation will be met by the employer on production of receipts or other evidence acceptable to the employer.</p> <p>(iii) The employee and employer must agree prior to travel commencing as to the standard of travel, accommodation and meals to be paid before any allowance is paid.</p> <p>(iv) The employee will not be entitled to reimbursement for expenses referred to in clause 17.3(b)(ii) which exceed the mode of transport, meals or the standard of accommodation agreed with the employer, for these purposes.</p> <p>(v) Where an employee is required to work at a place away from their normal place of work, all time reasonably spent travelling to and from the place of work will be paid for at the minimum hourly rate for the employee's classification.</p>
<p>15.6 Meal allowance</p> <p>(a) An employee will be supplied with an adequate meal where an employer has adequate cooking and dining facilities or be paid a meal allowance of \$12.21 in addition to any overtime payment as</p>	<p>(c) Meal allowance</p> <p>(i) An employee required to work more than one hour after the usual finishing time or, in the case of a shiftworker, when the overtime work on any shift exceeds one hour, must:</p>

<p>follows:</p> <ul style="list-style-type: none"> (i) when required to work after the usual finishing hour of work beyond one hour or, in the case of shiftworkers, when the overtime work on any shift exceeds one hour; (ii) provided that where such overtime work exceeds four hours a further meal allowance of \$11.00 will be paid. <ul style="list-style-type: none"> (b) Clause 15.6(a) will not apply when an employee could reasonably return home for a meal within the meal break. (c) On request, the meal allowance will be paid on the same day as the overtime is worked. 	<ul style="list-style-type: none"> • if the employer has adequate cooking and dining facilities, be supplied with an adequate meal; or • be paid a meal allowance of \$12.21 in addition to any overtime payments. <ul style="list-style-type: none"> (ii) Where overtime work referred to in clause 17.3(c)(i) exceeds four hours, an additional meal allowance of \$11.00 must be paid. (iii) Clauses 17.3(c)(i) and 17.3(c)(ii) will not apply when an employee could reasonably return home for a meal within the meal break. (iv) On request, the meal allowance will be paid on the same day as the overtime is worked. 																
<p>15.7 Adjustment of expense related allowances</p> <ul style="list-style-type: none"> (a) At the time of any adjustment to the standard rate, each expense related allowance will be increased by the relevant adjustment factor. The relevant adjustment factor for this purpose is the percentage movement in the applicable index figure most recently published by the Australian Bureau of Statistics since the allowance was last adjusted. (b) The applicable index figure is the index figure published by the Australian Bureau of Statistics for the Eight Capitals Consumer Price Index (Cat No. 6401.0), as follows: <table border="1" data-bbox="280 1085 1064 1404"> <thead> <tr> <th>Allowance</th> <th>Applicable Consumer Price Index figure</th> </tr> </thead> <tbody> <tr> <td>Uniform/laundry allowances</td> <td>Clothing and footwear group</td> </tr> <tr> <td>Meal allowance</td> <td>Take-away and fast foods sub-group</td> </tr> <tr> <td>Vehicle allowance</td> <td>Private motoring sub-group</td> </tr> </tbody> </table>	Allowance	Applicable Consumer Price Index figure	Uniform/laundry allowances	Clothing and footwear group	Meal allowance	Take-away and fast foods sub-group	Vehicle allowance	Private motoring sub-group	<p>C.2.1 Adjustment of expense related allowances</p> <ul style="list-style-type: none"> (a) At the time of any adjustment to the standard rate, each expense related allowance will be increased by the relevant adjustment factor. The relevant adjustment factor for this purpose is the percentage movement in the applicable index figure most recently published by the Australian Bureau of Statistics since the allowance was last adjusted. (b) The applicable index figure is the index figure published by the Australian Bureau of Statistics for the Eight Capitals Consumer Price Index (Cat No. 6401.0), as follows: <table border="1" data-bbox="1310 1053 2072 1332"> <thead> <tr> <th>Allowance</th> <th>Applicable Consumer Price Index figure</th> </tr> </thead> <tbody> <tr> <td>Uniform/laundry allowances</td> <td>Clothing and footwear group</td> </tr> <tr> <td>Meal allowance</td> <td>Take-away and fast foods sub-group</td> </tr> <tr> <td>Vehicle allowance</td> <td>Private motoring sub-group</td> </tr> </tbody> </table>	Allowance	Applicable Consumer Price Index figure	Uniform/laundry allowances	Clothing and footwear group	Meal allowance	Take-away and fast foods sub-group	Vehicle allowance	Private motoring sub-group
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<p>16. District allowances</p> <p>17. Accident pay</p>	<p><i>Clause removed – obsolete</i></p>
<p>18. Payment of wages</p> <p>18.1 Frequency of payment</p> <p>Wages will be paid weekly or fortnightly.</p> <p>18.2 Method of payment</p> <p>Wages will be paid by cash, cheque, or electronic funds transfer into the bank or financial institution account nominated by the employee, as determined by the employer.</p>	<p>16.5 Payment of wages</p> <p>(a) Wages will be paid weekly or fortnightly.</p> <p>(b) Wages will be paid by cash, cheque, or electronic funds transfer into the bank or financial institution account nominated by the employee, as determined by the employer.</p> <p>NOTE: Regulations 3.33(3) and 3.46(1)(g) of Fair Work Regulations 2009 set out the requirements for pay records and the content of payslips including the requirement to separately identify any allowance paid.</p>
<p>19. Superannuation</p> <p><i>Provision not reproduced - no change</i></p>	<p>18. Superannuation</p> <p><i>Provision not reproduced - no change</i></p>
<p>Part 5—Hours of Work and Related Matters</p> <p>20. Ordinary hours of work and rostering</p> <p>20.1 The ordinary hours of work for a full-time employee will be an average of 38 hours per week over a fortnight.</p> <p>20.2 Not more than 10 ordinary hours of work (exclusive of meal breaks) are to be worked in any one day.</p> <p>21. Span of hours</p> <p>21.1 Unless otherwise stated, the ordinary hours of work for an employee will be worked between 7.00 am and 7.00 pm Monday to Friday.</p> <p>21.2 Ordinary hours of work for shiftworkers will be worked on the days from Monday to Sunday inclusive.</p>	<p>Part 3—Hours of Work</p> <p>13. Ordinary hours of work</p> <p>13.1 The ordinary hours of work for a full-time employee are an average of 38 hours per week over a fortnight.</p> <p>13.2 No more than 10 ordinary hours of work (exclusive of meal breaks) may be worked in any one day.</p> <p>13.3 Unless otherwise stated, ordinary hours are worked between 7.00 am and 7.00 pm, Monday to Friday.</p> <p>13.4 Ordinary hours of work for shiftworkers will be worked from Monday to Sunday inclusive.</p>
<p>22. Rosters</p> <p>22.1 The starting and ceasing time for each day will not be changed upon less than seven working days' notice unless necessary because of the absence from duty of other employees or a shortage of staff or with the consent of</p>	<p>14. Rostering arrangements</p> <p>14.1 Subject to clause 28, the starting and finishing time for each day will not be changed without at least seven working days' notice unless:</p>

<p>the employee.</p> <p>22.2 The period of notice for casual employees of a change in starting and ceasing time for each day will be not less than 24 hours.</p>	<p>(a) necessary because of the absence from duty of other employees or a shortage of staff; or</p> <p>(b) with the consent of the employee.</p> <p>14.2 The period of notice for casual employees of a change in starting and finishing time for each day will be at least 24 hours.</p>
<p>23. Meal breaks</p> <p>23.1 An employee who works in excess of five hours will be entitled to an unpaid meal break of not less than 30 minutes and not more than 60 minutes.</p> <p>23.2 The time of taking the meal break may be varied by agreement between the employer and employee.</p>	<p>15. Unpaid meal breaks</p> <p>15.1 An employee who works more than five hours will be entitled to an unpaid meal break of between 30 and 60 minutes.</p> <p>15.2 The time of taking the meal break may be varied by agreement between the employer and employee.</p>
<p>24. Overtime and penalty rates</p> <p>24.1 Overtime rates</p> <p>24.2 The following overtime rates will be paid for all work done:</p> <p>(a) in excess of the number of hours fixed as a day's, a week's or a fortnight's work as the case may be—time and a half for the first two hours and double time thereafter;</p> <p>(b) outside the span of hours in clause 21.1—time and a half for the first two hours and double time thereafter;</p>	<p>Part 5—Overtime and Penalty Rates</p> <p>19. Overtime</p> <p>19.1 Overtime rates</p> <p>(a) The employee will be paid at 150% of the minimum hourly rate for the first two hours and 200% of the minimum hourly rate thereafter for all work performed:</p> <p>(i) in excess of the number of hours fixed as a day's, a week's or a fortnight's work (as the case may be); or</p> <p>(ii) outside the span of hours in clause 13.3.</p>
<p>(c) outside a spread of nine hours from the time of commencing work by an employee rostered to work broken shifts—time and a half; and</p> <p>(d) outside a spread of 12 hours from the time of commencing work by an employee rostered to work broken shifts—double time.</p>	<p>(b) Broken shifts</p> <p>For all work performed by an employee rostered to work a broken shift, the employee will be paid:</p> <p>(i) for work outside a spread of nine hours from the time of commencing work—150% of the minimum hourly rate; and</p> <p>(ii) for work outside a spread of 12 hours from the time of commencing work—200% of the minimum hourly rate.</p>

<p>24.3 An employee required to work overtime on a Saturday, Sunday or public holiday, will be afforded at least four hours' work or paid for four hours' work at the appropriate rate, except where such overtime is continuous with overtime commenced on the previous day.</p> <p>24.4 These extra rates will be in substitution for and not cumulative upon the shift loading prescribed in clause 25—Shiftwork.</p>	<p>19.2 Minimum engagement for weekend and public holiday work</p> <p>An employee required to work overtime on a Saturday, Sunday or public holiday, will be engaged for at least four hours' or paid for four hours' work at the appropriate rate, except where such overtime is continuous with overtime commenced on the previous day.</p> <p>19.3 These extra rates will be in substitution for and not cumulative upon the shift loading prescribed in clause 20—Shiftwork.</p>
<p>24.5 Rest period after overtime</p> <p>(a) An employee who works so much overtime between the termination of their ordinary work on one day and the commencement of ordinary work on the next day that they have not had at least 10 consecutive hours off duty will be released after completion of such overtime until they have had 10 consecutive hours off duty without loss of pay for ordinary working time occurring during this absence.</p> <p>(b) If, on the instructions of the employer, the employee resumes or continues work without having had 10 hours off duty, the employee will be paid at the rate of double time until they are released from duty for such a period. The employee is then entitled to be absent until they have had 10 consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.</p>	<p>19.4 Rest period after overtime</p> <p>(a) If an employee works so much overtime between the end of ordinary hours on one day and the start of ordinary hours on the next day that they do not have at least 10 consecutive hours off duty, the employer must:</p> <p>(i) release the employee after the end of the overtime until the employee has had at least 10 consecutive hours off duty; and</p> <p>(ii) pay the employee for any ordinary working time that falls within the period of absence.</p> <p>(b) If the employer requires the employee to resume or continue work, and the employee has not had 10 consecutive hours off duty, the employer must:</p> <p>(i) pay the employee at 200% of the minimum hourly rate until the employee is released for 10 consecutive hours; and</p> <p>(ii) once the employee is released from duty, pay the employee for any ordinary working time that falls within the period of absence.</p>
<p>24.6 Time off instead of payment for overtime</p> <p>(a) An employee may elect, with the consent of the employer, to take time off instead of payment for overtime at a time agreed with the employer.</p> <p>(b) Overtime taken as time off during ordinary hours will be taken at the ordinary time rate, that is, an hour for each hour worked.</p>	<p>19.5 Time off instead of payment for overtime</p> <p>(a) An employee may elect, with the consent of the employer, to take time off instead of payment for overtime at a time agreed with the employer.</p> <p>(b) Overtime taken as time off during ordinary hours will be taken at the ordinary time rate, that is, an hour for each hour worked.</p>

<p>24.7 Recall to work overtime</p> <p>(a) An employee who is recalled to work overtime during an off duty period and which is not continuous with the next succeeding rostered period of duty will be paid for a minimum of three hours' work at the appropriate overtime rate.</p> <p>(b) Clause 24.7 will not apply:</p> <p>(i) in cases where it is customary for an employee to return to the employer's premises for periods not exceeding 30 minutes each to perform a specific job outside their ordinary working hours in which case the employee will be paid for a minimum of one hour's work at the appropriate rate for each time the employee is so recalled; or</p> <p>(ii) where the overtime is continuous (subject to a reasonable meal break) with the commencement of ordinary working time.</p>	<p><i>Clauses 19.6(a), (b), and (c) appear beside clause 15.4 of current award in this comparison</i></p> <p>19.6 On call and recall</p> <p>(d) An employee who is recalled to work overtime during an off duty period and which is not continuous with the next succeeding rostered period of duty will be paid for a minimum of three hours' work at the appropriate overtime rate.</p> <p>(e) Clause 19.6(d) will not apply:</p> <p>(i) in cases where it is customary for an employee to return to the employer's premises for periods not exceeding 30 minutes each to perform a specific job outside their ordinary working hours in which case the employee will be paid for a minimum of one hour's work at the appropriate rate for each time the employee is so recalled; or</p> <p>(ii) where the overtime is continuous (subject to a reasonable meal break) with the commencement of ordinary working time.</p>
<p>24.8 In the event of an employee finishing any period of overtime at a time when reasonable means of transport are not available for the employee to return to their place of residence, the employer will provide adequate transport free of cost to the employee.</p>	<p>19.7 In the event of an employee finishing any period of overtime at a time when reasonable means of transport are not available for the employee to return to their place of residence, the employer will provide adequate transport free of cost to the employee.</p>
<p>25. Shiftwork</p> <p>25.1 Where the ordinary rostered hours of work of an employee finish between 7.00 pm and 7.00 am or commence between 7.00 pm and 7.00 am, the employee will be paid an additional loading of 15% of their ordinary rate of pay.</p> <p>25.2 Where a shiftworker is required to work ordinary hours continuously for a period exceeding four weeks on a shift wholly within the hours of 7.00 pm and 7.00 am the employee will be paid with respect to that shift an additional 30% of the employee's ordinary rate of pay for that shift.</p> <p>25.3 A shiftworker will be paid the rate of 50% additional to the ordinary rate of pay for all rostered time of ordinary duty performed on a Saturday.</p>	<p>20. Shiftwork</p> <p>20.1 If the ordinary rostered hours of work of an employee start or finish between 7.00 pm and 7.00 am, the employee will be paid at 115% of the minimum hourly rate for their classification.</p> <p>20.2 If a shiftworker is required to work ordinary hours continuously for a period exceeding four weeks on a shift wholly within the hours of 7.00 pm and 7.00 am the employee will be paid at 130% of the minimum hourly rate for their classification for that shift.</p> <p>20.3 A shiftworker will be paid at 150% of the minimum hourly rate for their classification for ordinary hours worked on a Saturday.</p> <p>20.4 A shiftworker will be paid at 200% of the minimum hourly rate for their</p>

<p>25.4 A shiftworker will be paid at the rate of 100% additional to the ordinary rate of pay for all rostered time of ordinary duty performed on a Sunday.</p> <p>25.5 Ordinary rate will not include any percentage addition by reason of the fact that an employee is a casual employee. That is the shift penalty is calculated upon the ordinary rate, prior to the addition of the 25% casual loading.</p> <p>25.6 The whole of a shift will be deemed to be worked on the day on which the shift commenced.</p>	<p>classification for ordinary hours worked on a Sunday.</p> <p>20.5 Shift penalties for casual employees are calculated upon the employee's minimum hourly rate, prior to the addition of the 25% casual loading.</p> <p>20.6 The whole of a shift will be deemed to be worked on the day on which the shift commenced.</p>
<p>Part 6—Leave and Public Holidays</p> <p>26. Annual leave</p> <p>26.1 Leave entitlement</p> <p>(a) Annual leave is provided for in the NES. This clause contains additional provisions. It does not apply to casual employees.</p> <p>(b) For the purpose of the NES a shiftworker is defined as an employee who is regularly rostered to work ordinary shifts on Sundays and public holidays (that is, not less than 10 in any 12 month period).</p> <p>26.2 Annual leave loading</p> <p>(a) In addition to their ordinary pay, an employee, other than a shiftworker, will be paid an annual leave loading of 17.5% of their ordinary rate of pay.</p> <p>(b) Shiftworkers, in addition to their ordinary pay, will be paid the higher of:</p> <p>(i) an annual leave loading of 17.5% of their ordinary rate of pay; or</p> <p>(ii) the weekend and shift penalties the employee would have received had they not been on leave during the relevant period.</p>	<p>Part 6—Leave and Public Holidays</p> <p>21. Annual leave</p> <p>21.1 Leave entitlement</p> <p>(a) Annual leave is provided for in the NES. This clause contains additional provisions. It does not apply to casual employees.</p> <p>(b) For the purpose of the NES a shiftworker is defined as an employee who is regularly rostered to work ordinary shifts on Sundays and public holidays (that is, not less than 10 in any 12 month period).</p> <p>NOTE: Where an employee is receiving overaward payments such that the employee's base rate of pay is higher than the rate specified under this award, the employee is entitled to receive the higher rate while on a period of paid annual leave (see ss.16 and 90 of the Act).</p> <p>21.2 Annual leave loading</p> <p>(a) In addition to their ordinary pay, an employee, other than a shiftworker, will be paid an annual leave loading of 17.5% of their ordinary rate of pay.</p> <p>(b) Shiftworkers, in addition to their ordinary pay, will be paid the higher of:</p> <p>(i) an annual leave loading of 17.5% of their ordinary rate of pay; or</p> <p>(ii) the weekend and shift penalties the employee would have received had they not been on leave during the relevant period.</p>

<p>26.3 Time of taking leave</p> <p>An employer may require an employee to take annual leave by giving at least four weeks' notice in the following circumstances:</p> <ul style="list-style-type: none"> (a) as part of a close-down of its operations; or (b) where more than eight weeks' leave is accrued. <p>26.4 Public holidays falling during annual leave</p> <p>Annual leave will be exclusive of any public holidays prescribed in the NES or clause 29—Public holidays of this award.</p> <p>27. Personal/carer's leave and compassionate leave</p> <p>Personal/carer's leave and compassionate leave are provided for in the NES.</p> <p>28. Community service leave</p> <p>Community service leave is provided for in the NES.</p>	<p>21.3 Time of taking leave</p> <p>An employer may require an employee to take annual leave by giving at least four weeks' notice in the following circumstances:</p> <ul style="list-style-type: none"> (a) as part of a close-down of its operations; or (b) where more than eight weeks' leave is accrued. <p>21.4 Public holidays falling during annual leave</p> <p>Annual leave will be exclusive of any public holidays prescribed in the NES or clause 24—Public holidays of this award.</p> <p>22. Personal/carer's leave and compassionate leave</p> <p>Personal/carer's leave and compassionate leave are provided for in the NES.</p> <p>25. Community service leave</p> <p>Community service leave is provided for in the NES</p>
<p>29. Public holidays</p> <p>29.1 Public holidays are provided for in the NES.</p> <p>29.2 Substitution</p> <ul style="list-style-type: none"> (a) By agreement between the employer and the majority of employees in the enterprise or part of the enterprise concerned, an alternative day may be taken as the public holiday instead of any of the prescribed days. (b) An employer and an individual employee may agree to the employee taking another day as the public holiday instead of the day which is being observed as the public holiday in the enterprise or part of the enterprise concerned. <p>29.3 Payment for working on a public holiday</p> <p>Any employee required to work on a public holiday will be compensated as follows:</p>	<p>24. Public holidays</p> <p>24.2 Substitution</p> <ul style="list-style-type: none"> (a) By agreement between the employer and the majority of employees in the enterprise or part of the enterprise concerned, an alternative day may be taken as the public holiday instead of any of the prescribed days. (b) An employer and an individual employee may agree to the employee taking another day as the public holiday instead of the day which is being observed as the public holiday in the enterprise or part of the enterprise concerned. <p>24.3 Payment for working on a public holiday</p> <ul style="list-style-type: none"> (a) Any employee required to work on a public holiday will be paid as follows: <ul style="list-style-type: none"> (i) payment at the rate of 250% of the minimum hourly rate for all time worked; or

<p>(a) payment at the rate of double time and a half for all time worked; or</p> <p>(b) payment at the rate of time and a half, plus one day off at the ordinary time rate, that is, an hour for each hour worked.</p>	<p>(ii) payment at the rate of 150% of the minimum hourly rate, plus one day off at the ordinary time rate, that is, an hour for each hour worked.</p> <p>(b) Casual employees who are required to work on public holidays will, instead of the casual loading in clause 11.2(b), be paid an additional 50% of the minimum hourly rate for such work.</p>
<p><i>New subclause inserted for the purposes of cross-referencing the schedule.</i></p>	<p>24.4 Part-day public holidays For provisions relating to part-day public holidays see Schedule F—2015 Part-day public holidays.</p>
<p>30. Ceremonial leave</p> <p>An employee who is legitimately required by indigenous tradition to be absent from work for Aboriginal or Torres Strait Islander ceremonial purposes will be entitled to up to 10 working days unpaid leave in any one year, with the approval of the employer.</p>	<p>26. Ceremonial leave</p> <p>An employee who is legitimately required by indigenous tradition to be absent from work for Aboriginal or Torres Strait Islander ceremonial purposes will be entitled to up to 10 working days unpaid leave in any one year, with the approval of the employer.</p>
<p>Schedule A —Transitional Provisions</p> <p><i>Transitional provision - clause removed - obsolete</i></p>	<p><i>Transitional provision - clause removed - obsolete</i></p>
<p>Schedule B —Classification Definitions</p> <p><i>Provision not reproduced - no change</i></p>	<p>Schedule A—Classification Definitions</p> <p><i>Provision not reproduced - no change</i></p>
<p><i>Clause inserted - proposed new provision</i></p>	<p>Schedule B—Summary of Hourly Rates of Pay</p> <p><i>Clause inserted - proposed new provision</i></p>
<p><i>Clause inserted - proposed new provision</i></p>	<p>Schedule C—Summary of Monetary Allowances</p> <p><i>Clause inserted - proposed new provision</i></p>
<p>Schedule C —Supported Wage System</p> <p><i>Provision not reproduced - no change</i></p>	<p>Schedule D —Supported Wage System</p> <p><i>Provision not reproduced - no change</i></p>

<p>Schedule E —National Training Wage</p> <p>Appendix E1: Allocation of Traineeships to Wage Levels</p> <p><i>Provision not reproduced</i></p>	<p>Schedule E —National Training Wage</p> <p><i>Current clause E.3.3 has been amended to remove the reference to training programs from 25 June 1997.</i></p> <p>Link to comparison document</p>
<p>Schedule F —2015 Part-day Public Holidays</p> <p><i>Provision not reproduced - no change</i></p>	<p>Schedule F —2015 Part-day Public Holidays</p> <p><i>Provision not reproduced - no change</i></p>