

Condition of Employment	Northcott's Terms	Copied State Award Terms
Overtime	<p><u>Clause 26:</u>  <i>Overtime is payable:</i></p> <ul style="list-style-type: none"> <li>• after 10 hours</li> <li>• when recalled duty for a minimum of two hours;</li> <li>• when there has not been an 8 hour break between shifts</li> <li>• where a roster is altered due to an employee absence from duty on account of illness, injury or emergency if the alteration to the roster requires an employee to work on what would be their rostered day off such time shall be paid at overtime rates.</li> </ul> <p><i>Overtime Rates:</i></p> <ul style="list-style-type: none"> <li>• Monday to Saturday: <ul style="list-style-type: none"> <li>○ 50% for the first two hours;</li> <li>○ 100% for every hour after that</li> </ul> </li> <li>• Sunday <ul style="list-style-type: none"> <li>○ 100%</li> </ul> </li> <li>• When there is no 8 hour break between shifts the rate is 100% straight away.</li> </ul>	<p><u>Clause 9:</u>  <i>Overtime is payable</i></p> <ul style="list-style-type: none"> <li>• Based on the ordinary shift length, therefore is payable after 8 hours.</li> <li>• When recalled to duty paid a minimum of 4 hours at the applicable overtime rate</li> <li>• Payable if you work above 152 hours a month.</li> <li>• Outside of the hours shown on your roster where the change is with less than 24 hours' notice.</li> </ul> <p><i>Overtime Rates:</i></p> <ul style="list-style-type: none"> <li>• Monday to Saturday: <ul style="list-style-type: none"> <li>○ 50% for the first two hours;</li> <li>○ 100% for every hour after that</li> </ul> </li> <li>• Sunday <ul style="list-style-type: none"> <li>○ 100%</li> </ul> </li> <li>• When there is no 8 hour break between shifts the rate is 100% straight away.</li> </ul>
Afternoon & Evening Shift Allowances	<p><u>Clause 14 &amp; 22:</u>  Afternoon shift - 12.5%: <ul style="list-style-type: none"> <li>• finishing after 8pm and at or before 12 midnight</li> </ul> Night shift - 15%: <ul style="list-style-type: none"> <li>• finishing after 12 midnight and commencing before 6.00 am</li> </ul> </p>	<p><u>Clause 12:</u>  Afternoon shift- 10%: <ul style="list-style-type: none"> <li>• commencing at 10.00am and before 1.00pm –</li> </ul> Afternoon shift - 12.5% <ul style="list-style-type: none"> <li>• commencing at 1.00pm and before 4.00pm -</li> </ul> Evening shift -15% <ul style="list-style-type: none"> <li>• commencing at 4.00pm and before 4.00am –</li> </ul> Evening shift – 10% <ul style="list-style-type: none"> <li>• commencing at 4.00am and before 6.00am.</li> </ul> </p>

Note

ADD Hour Shift Loading (applies only to PT staff)	N/A	<u>Clause 7(2)(vi)</u> In lieu of annual leave 4/48ths of your hourly rate is paid for each hour worked in excess of your contracted hours																											
Sick Leave	<u>Clause 32</u> 13 days	<u>Clause 79</u> 15 days																											
Paid Special Sick Leave	N/A	<u>Clause 16</u> Paid special sick leave shall be granted if the staff member satisfies the following criteria: <ul style="list-style-type: none"> <li>• has ten or more years of service</li> <li>• has been or will be absent for a period of at least three months; and</li> <li>• has exhausted or will exhaust, all sick leave entitlements.</li> </ul> <p>The amount of paid special sick leave granted is as follows:</p> <table border="1" data-bbox="1234 707 1955 1002"> <thead> <tr> <th rowspan="2">Completed years of service</th> <th colspan="3">Number of working days</th> </tr> <tr> <th>5 day week</th> <th>6 day week</th> <th>7 day week</th> </tr> </thead> <tbody> <tr> <td>10</td> <td>22</td> <td>26</td> <td>30</td> </tr> <tr> <td>20</td> <td>44</td> <td>52</td> <td>60</td> </tr> <tr> <td>30</td> <td>66</td> <td>78</td> <td>90</td> </tr> <tr> <td>40</td> <td>88</td> <td>104</td> <td>120</td> </tr> <tr> <td>50</td> <td>110</td> <td>150</td> <td>150</td> </tr> </tbody> </table>	Completed years of service	Number of working days			5 day week	6 day week	7 day week	10	22	26	30	20	44	52	60	30	66	78	90	40	88	104	120	50	110	150	150
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Accruing Annual Leave instead of being paid penalty rates & also for Public Holidays	N/A	<u>Clause 15</u> Staff may elect to be paid at half time extra to the weekly rate for the ordinary rostered hours and have the equivalent of the rostered hours added to their period of recreation leave for each public holidays worked in lieu of the payment. <p>If you are rostered off duty on a public holiday you will either:</p> <ul style="list-style-type: none"> <li>• be paid one day's pay in addition to the weekly rate or,</li> <li>• have one day added to their period of recreation leave.</li> </ul> Extra Public Holiday between Boxing Day and New Year																											

Note

		<p><u>Clause 14</u> Staff in remote areas accrue 5 extra annual leave days a year.</p>
Minimum Shift Length for Full Time Employees	N/A	<p><u>Schedule 4:</u> Standard shift lengths for full time employees are 8 or 10 hours</p>
Eligibility for paid parental leave	<p><u>Clause 36</u> Eligibility for paid parental leave for permanent staff is as follows:</p> <ul style="list-style-type: none"> <li>• when they have completed two years of continuous service prior to the expected date of birth.</li> <li>• Subsequent period of paid parental leave an employee is required to return to work for a continuous 12 months before being</li> </ul>	<p><u>Clause 75</u> Eligibility for paid parental leave for temporary and permanent staff is as follows:</p> <ul style="list-style-type: none"> <li>• 40 weeks' continuous service;</li> <li>• subsequent period leave commencing within 24 months after the initial period of parental leave will not require you to return to work but will be paid: <ul style="list-style-type: none"> <li>○ at the rate (full time or part time) they were paid before commencing the initial leave if they have not returned to work; or</li> <li>○ at a rate based on the hours worked before the initial leave was taken, where the staff member has returned to work and reduced their hours during the 24 month period; or</li> <li>○ at a rate based on the hours worked prior to the subsequent period of leave where the staff member has not reduced their hours.</li> </ul> </li> </ul>
Extended Leave Rate of Accrual v Long Service Rate of Accrual	<p><u>Clause 34</u> Long Service Leave will accrue and will accrue at the rate in the legislation:</p> <ul style="list-style-type: none"> <li>• 2 months for the first 10 years of service;</li> <li>• 2 months for the next 10 years after that.</li> </ul>	<p><u>Clause 70</u> Extended Leave accrues and will accrue in accordance with the legislation:</p> <ul style="list-style-type: none"> <li>• 2 months for the first 10 years of service;</li> <li>• 5 months for the 10 years of service after that (it is an accelerated rate).</li> </ul>
Rostering Principles	N/A	<p><u>Schedule 4:</u></p>

Note

		This contains valuable framework for rostering that ensures equity in rostering.
Broken Shifts	<u>Clause 25.2</u> You can be rostered on with breaks in your shift (other than meal break) where the span of hours for the full shift (including breaks) is not in excess of 12 hours.	N/A

*Note*