



Fair Work
Commission

Research paper

Span of hours provisions

Outcomes of the Modern Awards Review 2023–24

August 2025
Fair Work Commission



Fair Work
Commission

This paper has been prepared by staff of the Fair Work Commission to promote discussions in relation to spans of hours provisions in modern awards. This research does not represent the concluded view of the Commission on any issue.



Contents

Introduction	4
Background.....	5
Methodology	7
Scope of research.....	7
Gender differentiation.....	8
Research limitations.....	8
Findings	9
Table 1: Distribution of spans of hours across modern awards	9
Observations on gender differentiation	10
Table 2: Most-commonly used modern awards and gender composition	10
Table 3: Total span of hours (most-commonly used awards).....	12
Table 4: Span of hours and gender composition (most-commonly used awards).....	13
Summary of different award provisions	14
Next steps	17
Attachment A—Modern awards with no spans of hours.....	18
Attachment B—Modern awards with expansive spans of hours (14 hours or more)	36
Attachment C—Modern awards with medium spans of hours (11 – 13 hours).....	45
Attachment D—Modern awards with limited spans of hours (10 hours or less)	96



Fair Work
Commission

Introduction

- [1] On 18 July 2024, the Full Bench of the Modern Awards Review 2023-24 (**Review**) issued their Final Report which identified, among other things, key differences in entitlements relevant to balancing work and care responsibilities between female- and male-dominated modern awards.
- [2] The Full Bench observed that modern awards applying to female-dominated industries and/or occupations tended to include broader spans of ordinary hours and less generous terms in contrast to those awards applying to male-dominated industries and occupations. The Full Bench suggested that, as a result of these differences, employees covered by female-dominated awards may be compensated less for their working hours as span of hours provisions define when a range of entitlements are payable, including overtime.¹
- [3] The Full Bench outlined their view that further research was required to explore the potential issue of gender differentiation in spans of hours provisions across modern awards. Specifically, the Full Bench directed that a research project be undertaken to systematically identify and categorise the spans of hours in all modern awards, with a view to informing future consideration of whether these provisions contribute to gender-based inequity in working conditions.²
- [4] This research paper presents key findings from that research and provides a snapshot of spans of hours provisions in modern awards. Provisions are categorised into one of 4 groups:
- Awards with no spans of hours provisions;
 - Awards with expansive spans of hours (more than 14 hours);
 - Awards with medium spans of hours (11–13 hours); and
 - Awards with limited spans of hours (10 hours or less).

¹ Fair Work Commission, [Final report](#) (Modern Awards Review 2023-24, AM2023/21, 18 July 2024) at [123]–[125].

² Fair Work Commission, [Final report](#) (Modern Awards Review 2023-24, AM2023/21, 18 July 2024) at [126]–[127].

- [5] To provide a comprehensive overview of spans of hours, this research outlines provisions that affect how employees can work their ordinary hours. This research also examines whether there is any relationship between the span of hours and the gender composition of employees covered by the award, to identify any gender-based differences.

Background

- [6] The span of hours (or spread of hours) refers to the period or times of day during which employees can perform their ordinary hours of work without attracting overtime.³ These provisions define when an employee may work their standard hours and are intended to reflect the nature of the work, industry practices and operational requirements.
- [7] Any work performed outside the span of hours is generally compensated at higher rates, including through overtime. As a result, the span of hours can have a significant impact on how employees are compensated for their time.
- [8] Generally, broader spans of hours mean that a larger portion of the day falls within ordinary hours, which can reduce the likelihood of higher compensation and, potentially, impact overall earnings. Most awards also characterise weekday and weekend work differently for the purposes of ordinary hours, penalties and/or overtime.
- [9] Span of hours provisions vary significantly across modern awards. The Work and Care Discussion Paper, published in January 2024 as part of the Review, examined 25 modern awards and found that spans of hours vary widely with significant differences found between awards.⁴

³ For further information, see Fair Work Ombudsman, [Hours of work](#) (Webpage, 18 May 2025).

⁴ Fair Work Commission, [Discussion paper: work and care](#) (29 January 2024) at [123]–[124].



Fair Work
Commission

[10] For example, under the *Social, Home Care and Disability Services Industry Award 2010* (**SCHADS Award**), ordinary hours for day workers can be performed between 6:00am and 8:00pm, Monday to Sunday. Any work done outside the span of hours attracts overtime and/or penalty rates.⁵ A little over 68 per cent of employees under the SCHADS Award are female. In contrast, the *Manufacturing and Associated Industries and Occupations Award 2020* (**Manufacturing Award**) is almost 85 per cent male. Under the Manufacturing Award, ordinary hours for day workers can be performed between 6:00am and 6:00pm, Monday to Friday. Overtime is payable for any work performed outside the ordinary hours on any day or shift.⁶ The award contains additional provisions for certain categories of work. Both awards provide for a maximum of 8 ordinary hours per day.

[11] Presented in the Final Report, the 'Gender Prism' was prepared by Fair Work Commission (**Commission**) staff to identify key differences in entitlements relevant to balancing work and care responsibilities between female-dominated and male-dominated awards.⁷ Analysis showed a tendency for there to be a broader span of hours in female-dominated awards, raising concerns about work and care balance in connection with gender equality outcomes. While differences may reflect operational realities, they may also perpetuate structural gender inequalities if employees covered by female-dominated awards are systematically less likely to receive overtime due to broader spans.

⁵ *Social, Community, Home Care and Disability Services Industry Award 2010* [MA000100] clauses 25.2 and 28.1.

⁶ *Manufacturing and Associated Industries and Occupations Award 2020* [MA000010] clauses 17.2 and 32.1.

⁷ Fair Work Commission (2024), [Gender prism](#), Modern Awards Review 2023-24, July.



Methodology

Scope of research

[12] Staff at the Commission have prepared this research paper by examining the different provisions that affect ordinary hours and when they may be worked across 155 modern awards. Specifically, the following award provisions were examined:

- span/spread of hours;
- shiftwork arrangements;
- overtime arrangements;
- maximum daily hours and whether/how these can be varied.

[13] In the Final Report, the Full Bench said the research will identify and categorise spans of hours in modern awards into the following 4 categories:

- no spans of hours provisions;
- expansive spans of hours (more than 14 hours);
- medium spans of hours (11–13 hours); and
- limited spans of hours (10 hours or less).

[14] Commission staff have used these 4 categories in this research to help identify and distinguish provisions in all 155 modern awards, based on the total length of span. The span length has been calculated by subtracting the start time from the end time of the span provision. This information is presented in full in the following annexures:

- **Attachment A**—Modern awards with no spans of hours;
- **Attachment B**—Modern awards with expansive spans of hours (14 hours or more);
- **Attachment C**—Modern awards with medium spans of hours (11 – 13 hours); and
- **Attachment D**—Modern awards with limited spans of hours (10 hours or less).

[15] Where a modern award contained multiple spans of hours provisions, each span was recorded separately. Accordingly, some awards were counted more than once across the different categories.

Gender differentiation

- [16] To explore the potential issue of gender differentiation, Commission staff applied a gender lens to the top 30 most commonly used awards as identified in the Commission's publication: *A profile of employee characteristic across modern awards – 2023*.⁸
- [17] Female-dominated awards were identified using the 60 per cent female threshold established in the Stage 1 report: *Gender-based Occupational Segregation: A national data profile (Stage 1 report)*.⁹ This method was adapted to identify male-dominated awards using a 60 per cent male threshold. The analysis is consistent with the Gender Prism¹⁰ and seeks to identify any relationship between awards with greater gender composition and more or less 'favourable' spans of hours. Where awards do not meet a 60 per cent threshold for either gender, these have been categorised as mixed/neutral.

Research limitations

- [18] While the span of hours is an important consideration in the performance of ordinary hours, it is important to note that these provisions may interact with a broad range of award provisions and entitlements including part-time or casual status, rostering, averaging of hours and penalties.
- [19] These interactions may not be apparent from the terms of awards alone. While not in scope, Commission staff observe that penalty rates payable during ordinary hours and the availability of overtime may impact employee preferences and the potential 'value' placed on work performed outside of sociable hours. For example, day workers may receive lower rates but are compensated with more predictable and/or social hours. In contrast, shiftworkers may receive higher rates as compensation for hours that are antisocial and/or less predictable.

⁸ Strong J, Rozenbes D and Tomlinson J (2025), [A profile of employee characteristics across modern awards – 2023](#), Fair Work Commission Research Report 1/2025, February.

⁹ See Natasha Cortis, Yuvisthi Naidoo, Melissa Wong and Bruce Bradbury, 'Gender-based occupational segregation: a national data profile' (Final report, UNSW Social Policy Research Centre, 6 November 2023).

¹⁰ Fair Work Commission, [Final report](#) (Modern Awards Review 2023-24, AM2023/21, 18 July 2024) at [74].

Findings

[20] This research paper acknowledges that spans of hours are not consistent. As observed, span of hours provisions vary significantly across modern awards and, not infrequently, within individual awards. Differences may reflect industry-specific requirements, interactions with other award provisions and/or the historical development of modern (and pre-reform) awards.

[21] The overall distribution of span categories can be summarised as follows:

Table 1: Distribution of spans of hours across modern awards

Span category	Number of modern awards
No span of hours	48
Expansive span of hours (14+ hours)	23
Medium span of hours (11–13 hours)	102
Limited span of hours (10 hours or less)	25

NOTE: The total number of modern awards in this table exceeds the total number of modern awards examined (n=155) as some awards contain more than one span of hours provision, typically applying to different employees. These awards may be counted more than once where they fall into multiple categories.

[22] The distribution highlights the variation in the span of hours provisions across the modern awards system. Commission staff have profiled modern awards with distinctive provisions or notable exceptions below (see **Summary of different award provisions**). Additional notes have also been included in the attachments below.

Observations on gender differentiation

[23] Commission staff have prepared data on gender composition for the top 30 most commonly used modern awards, listed in **Table 2: Most-commonly used modern awards and gender composition** below:¹¹

Table 2: Most-commonly used modern awards and gender composition

Award name	Award code	Gender composition
<i>Hair and Beauty Industry Award 2020</i>	[MA000005]	100.0% female
<i>Educational Services (Teachers) Award 2020</i>	[MA000077]	94.5% female
<i>Children's Services Award 2010</i>	[MA000120]	93.8% female
<i>Pharmacy Industry Award 2020</i>	[MA000012]	93.4% female
<i>Health Professionals and Support Services Award 2020</i>	[MA000027]	86.6% female
<i>Aged Care Award 2010</i>	[MA000018]	85.0% female
<i>Nurses Award 2020</i>	[MA000034]	84.6% female
<i>Clerks – Private Sector Award 2020</i>	[MA000002]	81.2% female
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	[MA000100]	68.4% female
<i>Registered and Licensed Clubs Award 2020</i>	[MA000058]	67.9% female
<i>General Retail Industry Award 2020</i>	[MA000004]	67.6% female
<i>Fitness Industry Award 2020</i>	[MA000094]	65.3% female
<i>Fast Food Industry Award 2020</i>	[MA000003]	65.1% female
<i>Hospitality Industry (General) Award 2020</i>	[MA000009]	61.1% female

¹¹ Australian Bureau of Statistics (2023), [Microdata: Employee Earnings and Hours, Australia](#), May. Researchers note that EEH microdata is not designed to generate results on individual modern awards and that data should only be used as a general guide. As the EEH survey is based on a sample of employees and not all employees are included, the amount of data that can be analysed is limited. The Commission has published more detailed analysis about modern award-reliant employees as part of the Annual Wage Review 2024–25 research program: see Strong J, Rozenbes D and Tomlinson J (2025), [A profile of employee characteristics across modern awards – 2023](#), Fair Work Commission Research Report 1/2025, February.



Fair Work
Commission

Award name	Award code	Gender composition
<i>Restaurant Industry Award 2020</i>	[MA000119]	59.9% female
<i>Miscellaneous Award 2020</i>	[MA000104]	58.6% female
<i>Horticulture Award 2020</i>	[MA000028]	55.2% female
<i>Cleaning Services Award 2020</i>	[MA000022]	52.0% female
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	[MA000073]	53.5% male
<i>Amusement, Events and Recreation Award 2020</i>	[MA000080]	55.9% male
<i>Storage Services and Wholesale Award 2020</i>	[MA000084]	68.5% male
<i>Meat Industry Award 2020</i>	[MA000059]	>71.4% male
<i>Electrical, Electronic and Communications Contracting Award 2020</i>	[MA000025]	>77.7% male
<i>Timber Industry Award 2020</i>	[MA000071]	>81.8% male
<i>Vehicle Repair, Services and Retail Award 2020</i>	[MA000089]	83.4% male
<i>Security Services Industry Award 2020</i>	[MA000016]	84.3% male
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	[MA000010]	84.9% male
<i>Building and Construction General On-site Award 2020</i>	[MA000020]	90.8% male
<i>Road Transport and Distribution Award 2020</i>	[MA000038]	91.3% male
<i>Plumbing and Fire Sprinklers Award 2020</i>	[MA000036]	100.0% male

[24] **Table 3:** Total span of hours (most-commonly used awards below uses a ‘traffic light system’ to visually depict differences in spans of hours; this approach is again consistent with analysis prepared for the Gender Prism. In this visual analysis, green [■] represents a total span of 10 hours or less, yellow [■] for 11 to 13 hours, and red [■] for 14 hours or more (or no span of hours) as specified:



Fair Work
Commission

Table 3: Total span of hours (most-commonly used awards)

Award name	Span of hours
<i>Hair and Beauty Industry Award 2020</i>	14 hours
<i>Educational Services (Teachers) Award 2020</i>	12.5 hours (certain roles)
<i>Children's Services Award 2010</i>	12.5 hours
<i>Pharmacy Industry Award 2020</i>	17 hours
<i>Health Professionals and Support Services Award 2020</i>	12–14 hours
<i>Aged Care Award 2010</i>	12 hours
<i>Nurses Award 2020</i>	12 hours
<i>Clerks – Private Sector Award 2020</i>	12–15 hours
<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>	14 hours
<i>Registered and Licensed Clubs Award 2020</i>	6–12 hours
<i>General Retail Industry Award 2020</i>	9–14 hours
<i>Fitness Industry Award 2020</i>	15–18 hours
<i>Fast Food Industry Award 2020</i>	No provision
<i>Hospitality Industry (General) Award 2020</i>	12–17 hours
<i>Restaurant Industry Award 2020</i>	No provision
<i>Miscellaneous Award 2020</i>	No provision
<i>Horticulture Award 2020</i>	12 hours
<i>Cleaning Services Award 2020</i>	No provision
<i>Food, Beverage and Tobacco Manufacturing Award 2020</i>	12 hours
<i>Amusement, Events and Recreation Award 2020</i>	No provision
<i>Storage Services and Wholesale Award 2020</i>	10.5 hours
<i>Meat Industry Award 2020</i>	12–18.5 hours
<i>Electrical, Electronic and Communications Contracting Award 2020</i>	12 hours
<i>Timber Industry Award 2020</i>	11.5 hours
<i>Vehicle Repair, Services and Retail Award 2020</i>	11–12 hours
<i>Security Services Industry Award 2020</i>	11–12 hours



Fair Work
Commission

Award name	Span of hours
<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	12 hours
<i>Building and Construction General On-site Award 2020</i>	11 hours
<i>Road Transport and Distribution Award 2020</i>	11 hours
<i>Plumbing and Fire Sprinklers Award 2020</i>	11 hours

[25] Across these modern awards the distribution of categories can be summarised as follows:

Table 4: Span of hours and gender composition (most-commonly used awards)

Span category	Number of female-dominated awards	Number of male-dominated awards	Number of mixed/neutral awards
No span of hours	1	0	4
Expansive span of hours (14+ hours)	7	1	0
Medium span of hours (11–13 hours)	5	8	2
Limited span of hours (10 hours or less)	1	1	0

[26] Preliminary analysis suggests that female-dominated awards are more likely to fall into the ‘expansive’ category (50 per cent of female-dominated awards compared with 10 per cent of male-dominated awards) and male-dominated awards more commonly fell into the ‘medium’ category (80 per cent of male-dominated awards compared with 36 per cent of female-dominated awards).



[27] As observed by the Full Bench in the Final Report, no conclusions can be drawn simply from the existence of differences between modern awards.¹² However, comparing provisions in the top 30 most-commonly used modern awards with a gender lens suggests there is a relationship between a higher concentration of female employees and broader spans of hours.

[28] As identified in the Review, broader spans of hours in female-dominated industries may present barriers for employees' ability to balance work and care commitments. For instance, span of hours provisions were identified in the work and care stream as affecting employees' ability to manage care arrangements or care commitments alongside work.¹³

[29] Viewed together, data suggests that employees covered by female-dominated awards may be compensated less for their working hours by virtue of interactions between broader spans of hours and impacts on eligibility for award entitlements like overtime. Where work outside ordinary hours in female-dominated awards, occupations or industries is compensated with lower penalties, this may also be indicative of gender-based undervaluation.

Summary of different award provisions

[30] Commission staff have identified a number of modern awards (including modern enterprise and State reference public sector modern awards) with complex, unusual and/or distinctive provisions. These awards do not conform neatly with the 4 categories identified by the Full Bench. This section provides an overview of some key differences. Other distinctive terms have been annotated in the attachments below.

- The *Aircraft Cabin Crew Award 2020* provides for multiple maximum hours of work which vary depending on whether employees fly domestic, regional or international routes.¹⁴ The award does not otherwise contain a span of hours provision.

¹² Fair Work Commission, [Final report](#) (Modern Awards Review 2023-24, AM2023/21, 18 July 2024) at [123].

¹³ Fair Work Commission, [Discussion paper: work and care](#) (Modern Awards Review 2023-24, AM2023/21, 29 January 2024) at [149]–[151].

¹⁴ Aircraft Cabin Crew Award 2020 [MA000047].



- The *Cleaning Services Award 2020* specifies that ordinary hours may be performed any day of the week but not what times these hours may be worked.¹⁵
- The *Hospitality Industry (General) Award 2020* (**Hospitality Award**) and *Restaurant Industry Award 2020* (**Restaurant Award**) outline a maximum spread of hours for split shifts but no timeframe. Instead, as set out at clause 15(1) of the Restaurant Award, ordinary hours are subject to limitations on the maximum number of days employees can be rostered to work. Employees may also be eligible for RDOs and/or make-up time provisions where they have worked the maximum number of hours in a previous shift.
- Casual employees under the *Horticulture Award 2020* may work their ordinary hours at any time. As per clause 13.2(b), each ordinary hour of work worked by a casual employee on any day of the week (excluding public holidays) between 5:00am and 8:30pm will be paid at the ordinary casual rate plus casual loading. The span of hours may be moved forward by one hour (4:00am to 7:30pm) in a state or territory that does not observe daylight saving time, by agreement with the employer and majority of impacted employees for the relevant period of daylight savings.
- The *Marine Towage Award 2020*, *Racing Industry Ground Maintenance Award 2020*, *Rail Industry Award 2020*, *Optus Award 2015*, *Victorian Local Government Award 2015* and *Victorian Local Government (Early Childhood Education Employees) Award 2016* include a span of hours but do not include specific days of the week these may be worked.
- Ordinary hours in the *Racing Industry Ground Maintenance Award 2020* vary based on whether a public event is scheduled or whether water restrictions are in place. Work performed outside the ordinary span of hours attracts penalties.¹⁶

¹⁵ *Cleaning Services Award 2020* [MA000022] cl 13.1.

¹⁶ *Racing Industry Ground Maintenance Award 2020* [MA000014] cls 13, 19.



Fair Work
Commission

- The *Miscellaneous Award 2020* does not specify a span of hours but does provide for a maximum 10 hours per day (or 12 by agreement). Penalty rates are awarded for all work performed outside of ordinary hours and are not paid at overtime rates.¹⁷
- The *Australian Broadcasting Corporation Enterprise Award 2016*, *Australia Post Enterprise Award 2015*, *Broadcasting, Recorded Entertainment and Cinemas Award 2020*, *Dredging Industry Award 2020*, *Fire Fighting Industry Award 2020*, *Live Performance Award 2020*, *Local Government Industry Award 2020*, *Meat Industry Award 2020*, *Metropolitan Newspapers (South Australia and Tasmania) Printing Award 2015* and *Sporting Organisations Award 2020* contain multiple spans of hours (typically for different groups of employees and/or employees engaged in different work).
- The *Contract Call Centres Award 2020* and *Mannequins and Models Award 2020* contain different spans of hours provisions for the same group of employees.

¹⁷ *Miscellaneous Award 2020* [MA000104] cl 13.5.



Fair Work
Commission

Conclusion

[31] This research paper and its findings are intended to assist the Commission and interested parties in considering whether current span of hours provisions may give rise to gender-based disparities and whether any further action may be required. A [Statement](#) from the President has been released with this research.

Attachment A—Modern awards with no spans of hours

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
1	Black Coal Mining Industry Award 2020	MA000001	All employees	No span of hours provision.	NA
				Maximum 10 hours per day. May exceed 10 hours per shift with agreement of employer and majority of employees.	15.1
				Overtime payable on all time worked in excess of OR outside of ordinary hours.	21
			Shift workers	Afternoon shift: Any shift finishing after 6:00pm and at or before 12.00am Night shift: Any shift finishing after 12.00am and at or before 8:00am.	22
2	Fast Food Industry Award 2020	MA000003	All employees	No span of hours provision.	NA
				Maximum 11 hours per day.	13.5
				Overtime payable for all hours worked in excess of OR outside ordinary rostered hours.	20
3	Higher Education Industry – Academic Staff-Award 2020	MA000006	All employees	No span of hours provision.	NA
4	Horse and Greyhound Training Award 2020	MA000008	All employees	No span of hours provision. ¹⁸	NA
				Overtime payable on all time worked in excess of OR outside ordinary hours.	17.1, 17.2

¹⁸ Clauses 11.2 and 11.3 provide specific rostering arrangements that ordinary hours, Monday to Saturday, are to be organised in either 5 full days or 4 full days and 2 half days. An employee rostered to work ordinary hours on two half days cannot be required to work after 12:00 noon as part of their ordinary hours.

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
5	Hospitality Industry (General) Award 2020	MA000009	All employees	Spread of hours means time between when an employee starts and finishes work within any 24 hour period.	2
			Full-time / Part-time employees	Maximum 11.5 hours per day	15.1(c)(ii), 15.2(b)
			Casual employees	Maximum 12 hours per day.	11.2(a)
			Junior employees	Maximum 10 hours per day.	13.3
			All employees	Overtime payable on all time worked in excess of OR outside ordinary hours.	28.2
6	Racing Clubs Events Award 2020	MA000013	All employees	No span of hours provision.	NA
				Maximum 8 hours per day.	21.1
				Overtime payable on all time worked in excess of OR outside ordinary hours.	21.1
7	Security Services Industry Award 2020	MA000016	All employees	No span of hours provision.	NA
				Maximum 10 hours per day. Up to 12 hours per day with agreement of employer and majority of impacted employees.	13.3
				Overtime payable on all time worked in excess of OR outside ordinary hours.	19.2
8	Cleaning Services Award 2020	MA000022	All employees	No span of hours provision.	NA
			Full-time employees	Maximum 8 hours per day. Up to 10 hours per day with agreement of employer and majority of impacted employees.	13.1
			Part-time / casual employees	Maximum 7.6 hours per day, up to 5 days per week.	13.5
			All employees	Maximum of 13 hours per day (in the instance of a broken shift).	17.2
			Full-time employees	Overtime payable on all time worked in excess of ordinary hours.	19.2(a)
			Part-time / casual employees	Overtime payable on all time worked in excess of 7.6 hours per day, 5 days per week, or 38 hours in any week.	19.2(b)

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
9	Pastoral Award 2020	MA000035	Broadacre farming, Livestock Operations and Poultry Farming	No span of hours provision.	NA
			Broadacre farming and Livestock Operations	Overtime payable for all time worked in excess of ordinary hours.	35.1
			Poultry Farming	Overtime payable for all time worked in excess of the ordinary hours.	49.1
10	Road Transport (Long Distance Operations) Award 2020	MA000039	All employees	No span of hours provision.	NA
				Maximum 12 hours per day, except where driving hours have been delayed because of accidents or circumstances which the employer has no control over.	13.2
				Minimum hourly driving rates payable per kilometre inclusive of an overtime allowance.	18.2(b)
11	Air Pilots Award 2020	MA000046	All employees	No span of hours provision.	NA
			Employees (excl. those engaged in flight instruction)	Maximum 11 hours per shift. Up to 12 hours where a tour of duty has been commenced.	15.8(l)
			Employees engaged in flight instruction	Maximum of 6 hours flight instruction per day/shift.	15.4(c)
			Helicopter operations (pilots)	Overtime payable for all time worked in excess OR outside of an employee's ordinary hours, as authorised.	E.7.2
12	Aircraft Cabin Crew Award 2020	MA000047	All employees	No span of hours provision.	NA
			Domestic flying	8–14 maximum planned duty hours, depending on the type of duty. 15–16 unplanned duty hours, depending on the type of duty.	A.5.1
			Regional flying	11 planned maximum hours of work per shift (or 12 hours if the shift has commenced). 8 planned maximum flying hours per shift (or 9 hours if the shift has already commenced).	B.2.4

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
			International flying	10–24 planned maximum duty hours, depending on the type of duty. 20–26 unplanned duty hours, depending on the type of duty.	C.5.1
			Domestic / international flying	Overtime payable for all time worked in excess of 1,872 hours per year and for all time worked in excess of the employee's roster cycle maximum.	A.6.1, C6.1
13	<i>Registered and Licensed Clubs Award 2020</i>	MA000058	Employees (excl. maintenance or horticultural employees)	No span of hours provision.	NA
			Part-time employees	Maximum 12 hours per day.	10.7(b)
			Junior employees	Maximum 10 hours per shift.	13.3
			Full-time employees	Overtime payable on all time worked in excess of the hours or outside the spread of hours or rostered hours.	22.2
			Part-time employees	Overtime payable on all time worked: in excess of 38 hours per week; OR an average of 38 hours per week over the roster cycle; OR in excess of an employee's rostered hours.	10.13(b)
			Casual employees	Overtime payable on all time worked: in excess of 12 hours per day or per shift; OR 38 hours per week or an average of 38 hours per week over the roster cycle.	11.4
14	<i>Passenger Vehicle Transportation Award 2020</i>	MA000063	All employees	No span of hours provision.	NA
				Maximum 10 hours per day (excl. meal breaks).	13.1 (f)
				Overtime payable on all time worked in excess of ordinary hours or rostered hours on any day.	19.1 (a)
15	<i>Hydrocarbons Field Geologists Award 2020</i>	MA000064	All employees	No span of hours provision.	NA
			Full-time / Part-time employees	Employees to work rotating shifts of 12 hours each, 164 days per year	11.3
			All employees	Excess attendance allowance paid for each day worked in excess of 82 days in a 6 month period.	11.5

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
16	<i>Professional Employees Award 2020</i>	MA000065	All employees	No span of hours provision	NA
			Full-time employees	Overtime payable for all hours worked in excess of 38 hours per week or an average of 38 hours per week over an agreed period. ¹⁹	18.2(a)
			Part-time / casual employees	Employees are paid their hourly rate for work in excess of 38 hours per week.	18.2(a)
17	<i>Journalists Published Media Award 2020</i>	MA000067	All employees	No span of hours provision	NA
			All employees ²⁰	Maximum 11 hours per day Up to 12 hours per day with the agreement of the employee.	12.6
				Overtime banked as all time necessary to be worked outside an employee's rostered hours of duty (excl. time worked on a rostered day off).	18.3
				Morning and afternoon shift: A shift, any part of which falls between the hours of 6:00am and 7:00pm or that concludes between the hours of 6:00pm and 8:30pm. Night shift: A shift, any part of which falls between the hours of 8:30pm and 6:00am.	19.1, 19.2
18	<i>Educational Services (Teachers) Award 2020</i>	MA000077	Full-time / Part-time employees (General teaching)	No span of hours provision.	NA
			Employees in early childhood services operating for at least 48 weeks per year	Maximum 8 hours per day Up to 10 hours if agreed to by employer and employee.	A.1.3, A.1.4
			All employees employed in early childhood services operating for at least 48 weeks per year except for Part-time employees	Overtime payable for authorised work performed outside or in excess of ordinary or rostered hours	A.4.1(a)

¹⁹ Specific overtime entitlements subject to clauses 18.2(c), 18.3, 18.4 and 18.5.

²⁰ Clauses 4.9(a)–(c) provide that overtime, shiftwork and weekend rates contained in the award do not apply to employees classified as Levels 12, 13 or 10 for a suburban newspaper or Level 9 for a country non-daily newspaper.

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
			Part-time employees employed in early childhood services operating for at least 48 weeks per year	Overtime payable for time worked in excess of 8 hours per day	A.4.1
			All shiftwork employees employed in early childhood services operating for at least 48 weeks per year	Early morning shift: Any shift commencing between 5:00am and 6:00am Afternoon shift: Any shift finishing after 6:30pm and at or before midnight Night shift (non-rotating): Any shift finishing after midnight and at or before 8:00am or at or after midnight and before 5:00am	A.5.2
19	Book Industry Award 2020	MA000078	All employees	No span of hours provision.	NA
			Full-time / Part-time employees ²¹	Overtime payable where an employee is required to work overtime in any week.	18.1
				Overtime payable for all time worked in excess of 7.5 hours in one day.	18.2
20	Amusement, Events and Recreation Award 2020	MA000080	All employees	No span of hours provision.	NA
			Full-time / Part-time employees (excl. exhibition employees)	Maximum of 8 hours per day. Up to 10 hours with agreement of employer and the majority of impacted employees. Up to 12 hours with written agreement of employer and an individual employee.	13
			Casual employees (excl. exhibition employees)	Maximum 10 hours per day.	11.3
			Exhibition employees	Maximum 12 hours per day.	13.6
			Full-time / Part-time employees (excl. exhibition employees)	Overtime payable for all time worked in excess of the rostered working hours on any one day OR in excess of an average of 38 hours per week in any roster cycle.	20
			Casual employees (excl. exhibition employees)	Overtime payable for all time worked in excess of 10 hours on any one day OR in excess of 38 hours in any one week.	11.3, 20

²¹ Clause 18.4 provides that clauses 18.1–18.3 do not apply to employees classified as Senior Editors Level 3—Grade 3 or Publicists – Grade 6 or Grade 7. These employees are entitled to at least 2 days off per week.

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
			Exhibition employees	Overtime payable for all time worked in excess of 12 hours in shift OR, if a full-time or part-time employee, in excess of 56 hours per week.	20.7
21	Live Performance Award 2020	MA000081	All employees (musicians)	No span of hours provision.	NA
			All employees (striptease artists)	No span of hours provision Hours for full-time and part-time employees to be agreed between employer and employee.	46.3, 47.3
			All employees (musicians)	Maximum 3 hours per call (inclusive of all intervals and breaks).	42
			All employees (striptease artists)	Maximum 10 hours per shift	46, 47, 48
			All employees (musicians)	Overtime payable for all time worked over or outside the prescribed time of call and Sunday.	44
			Full-time / Part-time employees (striptease artists)	Overtime payable to full and part-time for all time worked in excess of OR outside rostered hours.	54.1
			Casual employees (striptease artists)	Casuals are entitled to overtime, however, unclear as to when.	48.5, 54.1(d)
22	Sporting Organisations Award 2020	MA000082	Coaching staff	No span of hours provision.	13.2
23	Commercial Sales Award 2020	MA000083	All employees	No span of hours provision.	13.3
				Maximum 10 hours per day or 152 hours over 28 consecutive days.	13.2, 13.4
				Overtime and penalty rates payable: for authorised work after 6:00pm, Monday to Friday; OR any work in excess of ordinary hours; OR any work on a Saturday or Sunday.	19.1, 19.2

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
24	<i>Maritime Offshore Oil and Gas Award 2020</i>	MA000086	All employees	No span of hours provision.	11.1
				Maximum 8 hours per day. Up to 12 hours per day with agreement of employer and no more than 18 hours per day, subject to conditions, rig shift, machinery breakdown or emergency.	11
				Overtime component included in an aggregate salary paid to employees.	13.1
25	<i>Sugar Industry Award 2020</i>	MA000087	Field sector employees	No span of hours provision. Ordinary hours may not exceed 152 hours in any consecutive period of 4 weeks.	NA
			All employees (excl. shift workers and bulk sugar terminals)	Overtime payable for work performed in excess of or outside ordinary hours.	29.1(a)
			Bulk sugar terminal employees	Overtime payable on all hours worked outside or in excess of ordinary rostered hours.	29.3
			Shift workers	Day shift: Between 8.00am and 4.00pm or otherwise by agreed roster; Afternoon shift: Any shift finishing after 6.00pm and at or before midnight; Night shift: Any shift finishing after midnight and at or before 8.00am or where the majority of hours worked in the shift fall between midnight and 8.00am;	30.2
26	<i>Vehicle Repair, Services and Retail Award 2020</i>	MA000089	All employees (excl. employees principally employed to perform vehicle sales related duties)	No span of hours provision Commencing time of any permanent employee's daily hours may vary from day to day in a week once fixed but by no more than 2 hours.	22
			Employees principally employed to perform vehicle sales related duties	No span of hours provision	NA
			All employees (excl. employees principally employed to perform vehicle sales related duties)	Maximum 10 hours per day. Up to 12 hours with the agreement of the employer and the majority of employees.	22

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
			All full employees (excl. employees principally employed to perform vehicle sales, driveway or roadside attendants, console operators working in fuel retailing establishments, and casual employees) ²²	Overtime payable for any time worked outside ordinary hours.	24.2(a)
			Part-time employees (excl. employees principally employed to perform vehicle sales, driveway or roadside attendants, console operators working in fuel retailing establishments, and casual employees)	Overtime payable for hours worked in excess of the employee's ordinary hours.	24.2(b)
			Permanent driveway or roadside attendant and console operators	Overtime payable for any time worked outside their ordinary hours.	27.5(a)
			Casual driveway or roadside attendant and console operators	Overtime payable for any hours worked in excess of 10 hours per day or an average of 38 hours per week.	27.5(d)
			Shift workers	Afternoon shift: Any shift commencing after noon and no later than 6:00pm Night shift: Any shift commencing after 6:00pm and not later than 4:00am	25.5

²² As provided by clause 27.2, junior employees (aged under 18) employed as driveway and roadhouse attendants or console operators may not work unsupervised between 7:00pm and 9:00pm and must not work between 9:00pm and 6:30am.

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
27	Broadcasting, Recorded Entertainment and Cinemas Award 2020	MA000091	Radio and television broadcasting, journalists, motion picture production, musicians	No span of hours provision.	NA
			Television broadcasting	Maximum 7.6 hours per shift. Up to 10 hours per day / shift.	29.2, 29.3(d)
			Radio broadcasting (announcers and broadcaster / journalists)	Maximum 8 hours per day. May be increased by agreement with employer and employee.	35.2(b), 35.3
			Radio broadcasting (technical staff)	Maximum 9 hours in any one day.	36.3
			Journalists	Maximum 11 hours per shift.	49.3
			Musicians	Maximum 8 hours in any one day (excl. meal breaks).	71.1
			Motion picture production	Maximum 10 hours per day over 5 days, Monday to Saturday. Up to 152 hours per 28 day cycle if agreed by a majority of employees with no daily limit.	77.1
			Television broadcasting	Overtime payable on all time in excess of ordinary hours.	31.2
			Radio broadcasting (announcers and broadcasters / journalists)	Overtime payable on all time worked in excess or rostered daily hours, including: <ul style="list-style-type: none"> All time worked in excess of 7 hours on a midnight to dawn shift; When required to work on more than 10 days in a 2 week period; All time in excess of the consecutive hours; When required to work on a rostered day off with less than 7 days notice; All employees required to attend a staff or partial staff meeting on their rostered day off. 	42
			Radio broadcasting (technical staff)	Overtime payable for time worked in excess of daily ordinary hours.	43

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
			Journalists	Overtime payable on all time worked outside an employee's hours of duty except for time worked on a rostered day off.	55
			Musicians	Overtime payable for all time worked in excess of an initial 3 hour call OR the ordinary hours on any one day.	75
			Motion picture production	Scheduled and unscheduled overtime payable up to a maximum of 2 hours per day, Monday to Friday OR 10 hours Saturday. All time worked on a Sunday will be overtime.	80
28	Alpine Resorts Award 2020	MA000092	All employees	No span of hours provision.	NA
				Maximum 10 hours per day.	15.1
			All employees (excl. snowsport instructors)	Overtime payable for: any hours worked in excess of ordinary weekly hours, 10 hours per day (excl. meal breaks); OR an average of 38 hours per week over a maximum 4 week work cycle.	23.1
29	Marine Tourism and Charter Vessels Award 2020	MA000093	Overnight charter employees	No span of hours provision.	NA
				Maximum 12 hours on any day.	13.3
				Overtime payable for all time worked in excess of 12 hours per day OR 20 days in a 28 day cycle.	19.2
30	Ambulance and Patient Transport Industry Award 2020	MA000098	All employees	No span of hours provision. May be varied by agreement between the employer and majority of employees.	14
				Overtime payable for any work exceeding the number of fixed daily, weekly or fortnightly hours, subject to on call provisions, or outside a spread of 12 ordinary hours.	20.1
31	Travelling Shows Award 2020	MA000102	All employees	No span of hours provision	NA
				Maximum of 8 hours per day. Up to 10 hours with agreement of employer and majority of employees.	13.2
			Full-time employees	Overtime payable for all hours worked outside an average of 38 hours per week over a maximum of 28 days OR daily ordinary working hours.	20.1

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
			Part-time employees	Overtime payable for all hours worked outside an employee's regular pattern of work OR any variation to the employee's regular pattern of work, as agreed in writing.	20.1
			Casual employees	Overtime payable on all time worked in excess of 8 ordinary working hours on any one day	11.5, 20.1
			All employees	Overtime payable where employee required to resume work without break between shifts.	20.3
32	Miscellaneous Award 2020	MA000104	All employees	No span of hours provision	NA
				Maximum 10 hours per day / shift. Up to 12 hours by agreement.	13.5
			Full-time / casual employees	Overtime payable on all hours worked: in excess of an average of 38 hours per week; OR 10 hours per day / shift, unless 12 hours has otherwise been agreed.	19.1(a)
			Part-time employees	Overtime payable for all time worked: in excess of the agreed hours of an employee's regular pattern (or any variation to this is recorded in writing); OR 10 hours per day / shift, unless 12 hours has otherwise been agreed.	10, 13.5, 19.1(b)
33	Real Estate Industry Award 2020	MA000106	All employees	No span of hours provision	NA
				Overtime payable for all additional hours worked at the specific direction of the employer OR in excess of ordinary hours of work or work performed on a rostered day off	19.1
34	Professional Diving Industry (Industrial) Award 2020	MA000108	Offshore employees	No span of hours provision	NA
				Maximum 12 hours of work per day (average).	31.1(a)
35	Professional Diving Industry (Recreational) Award 2020	MA000109	All employees	No span of hours provision	NA
				Maximum 12 hours in any one day.	13.3
				Overtime payable on all time worked in excess of 12 hours on any one day.	19.1
36	Restaurant Industry Award 2020	MA000119	All employees	No span of hours provision. Maximum 12 hours for employees working split shifts.	15.1

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
			Full-time / Part-time employees	Maximum 11.5 hours per day.	10.7(b), 15.1
			Casual employees	Maximum 12 hours per day / shift. Up to 38 hours per week or an average of 38 hours per week over a 4-week roster cycle.	11.2(a)
			Junior employees	Maximum 10 hours per shift for any employee under 18 years of age.	15.1
			Full-time employees	Overtime payable for any work done outside the spread of hours or rostered hours.	23.1(a)
			Part-time employees	Overtime payable for all time worked: in excess of 38 hours per week or an average of 38 hours per week over the roster cycle (where employee works in accordance with roster), subject to maximum daily hours or an employee's rostered hours.	10.13(b)
			Casual employees	Overtime payable for all time worked in excess of maximum hours per day / shift.	11.5
			All employees	Overtime payable for any time that an employee is required to work on their rostered day off or where an employee does not have an 8 hour break before commencing next rostered duty	23.1(d), 23.2
37	Seagoing Industry Award 2020	MA000122	All employees	No span of hours provision	NA
			Employees – operational and maintenance work	Maximum 8 hours each day of the week. Employees may be required to work in excess of ordinary hours to meet vessel requirements.	12.3
			Employees – in port, cargo duties or gear turns	Maximum 12 hours per shift, except where impractical due to crew shortages.	12.4
			All employees	Overtime component included in an aggregate salary paid to employees.	14
38	Nurses and Midwives (Victoria) State Reference Public Sector Award 2015	MA000125	All employees	No span of hours provision.	NA
				Maximum 10 hours (excl. meal breaks) per day / shift.	19.2
			All employees (excl. Director of Nursing in an institution where a	Overtime payable for hours worked in excess of ordinary hours on any day or shift. Overtime payable when employees recalled to work (whether on call or not).	25

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
			Deputy or Assistant Director of Nursing is also employed)		
			Shiftworkers (excl. Directors or Deputy Directors of Nursing)	Shiftwork penalties payable for ordinary duty hours: finishing between 6:00pm and 8:00am or commencing between 6:00pm and 6:30am; finishing on the day after commencing duty or commencing after midnight and before 5:00am; and hours between midnight Friday and midnight Sunday	23, 26
39	Chullora Printing Award 2015	MA000127	All employees	No span of hours provision	18.1
				Overtime payable on all approved time worked in excess of ordinary hours on shifts rostered Monday to Friday, either pre- or post shift and time worked on Saturday or Sunday.	20.1
			Permanent employees	Overtime payable to a permanent employee required to commence work before a 10 hour break from the finish of their previous shift.	20.1(d)
			Shiftworkers	Nightwork / afternoon work: any shift the greater part of which is after 3:00pm and before 7:00am.	21.2
40	Queensland Newspapers Pty Ltd Printing (Murarrie) Award 2015	MA000128	All employees	No span of hours provision	NA
				Maximum 10 hours per day (excl. meal breaks).	22.1
				Overtime payable when an employee not allowed a break of at least 10 hours between finishing and starting their next shift or for approved overtime.	24
41	Nurses (ANMF - Victorian Local Government) Award 2015	MA000131	All employees	No span of hours provision	N/A
				Maximum 10 hours per day (excl. meal breaks).	19
			All employees (excl. Part-time employees)	Overtime for hours worked in excess of the ordinary hours on any day or shift.	24.1(a)
			Part-time employees	Overtime payable for all time worked in excess of the rostered daily ordinary full-time hours.	24.1(c)
			Shift workers	Afternoon shift: Any shift commencing not earlier than 12:00 noon and finishing after 6:00pm on the same day Night shift: Any shift commencing on or after 6:00pm and finishing before 7:30am the following day.	17.8(d)

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
42	Australia Post Enterprise Award 2015	MA000137	Postal Delivery Officers (excl. shiftworkers)	No span of hours provision.	30.5(b)
				8 hours, Monday; 7 hours, Tuesday to Thursday; 7.75 hours, Friday. ²³	30.5
			Full-time employees (excl. Administrative Officer Level 6 or Postal Manager Grade 3).	Overtime payable on all time in excess of the ordinary hours of work or outside spread of ordinary hours.	31.2(a)–(b)
			Part-time employees (excl. Administrative Officer Level 6 or Postal Manager Grade 3).	Overtime payable on all time in excess of 7 hours 21 minutes on any day or more than 5 days in any week. ²⁴	31.2(c)
			Casual employees (excl. Administrative Officer Level 6 or Postal Manager Grade 3).	Overtime payable on all hours in excess of 7 hours, 21 minutes on any day.	31.2(d)
			All shift workers	Overtime payable for all hours in excess of the ordinary work.	32.13
43	Airservices Australia Enterprise Award 2016	MA000141	Employees on 36 hour week (in listed classifications)	No span of hours	9.4
				Maximum 10 hours per shift. Up to 12 additional minutes per shift where handover duties required.	9.4
			Full-time / casual workers (excl. shiftworkers)	Overtime payable for all time worked in excess of ordinary hours or outside span of hours.	17.1(b)
			Part-time workers (excl. shiftworkers)	Overtime payable for all time (other than travelling time) worked in excess of hours agreed at time of engagement OR altered with the consent of the employee.	6.3(c), 17.1(b)

²³ As per clause 30.5(a), where operational requirements regularly necessitate an 8 or 7.75 hour day (excluding Monday or Friday) that day may be substituted for a Monday or Friday.

²⁴ Overtime not payable for hours worked in excess of the agreed hours as per clause 16.3 or varied under clauses 16.4 and 16.5.

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
			Shift workers	Overtime payable for all work performed outside ordinary rostered hours or in excess of the weekly hours of ordinary duty, or average duty hours over a cycle of shifts. ²⁵	17.3
			All shift workers	Shift workers employees who regularly work shifts outside the prescribed ordinary hours.	Sch G
44	Parliamentary Departments Staff Enterprise Award 2016	MA000145	Editors	No span of hours provision.	8.2(i)
			Full-time employees (excl. shift workers)	Overtime payable for: all work directed to be performed outside the span of hours; OR during the span of ordinary hours but beyond the length of time an employee is ordinarily required to work, Monday to Friday; OR work on a Saturday, Sunday or a holiday.	14.3(a)
			Part-time employees (excl. shift workers)	Overtime payable for: all directed work that is not continuous with an employee's ordinary hours of work; OR on any day which is continuous with an employee's ordinary hours of work and wholly or partially falls outside the period of 6:00pm to 8:00am; OR that is continuous with an employee's ordinary hours of work and wholly or partially falls outside the period of 6:00pm to 8:00am and exceeds, in any one week, an employee's prescribed weekly ordinary hours.	14.3(b)
			Irregular or intermittent employees (excl. shift workers)	Overtime payable: for all directed work performed outside the span of hours, Monday to Friday; OR on a Saturday, Sunday or a holiday; OR in excess of full-time ordinary hours in a week.	14.3(c)
			Full-time shift workers	Overtime payable: for all directed work performed on any day outside the normal rostered hours of duty on that day; OR in excess of the weekly hours of ordinary duty; OR an average of the weekly hours of duty over a cycle of shifts.	14.1, 14.5(a)
			Part-time shift workers	Overtime payable: for all directed work performed on any day beyond the normal rostered hours of duty; OR in excess of an employee's weekly ordinary hours.	14.1, 14.5(b)
			Irregular of intermittent shift workers	Overtime payable for: all directed work performed on any one day beyond the rostered hours of duty; OR in excess of 38 hours in a week; OR an average of 38 hours per week over a shift cycle.	14.1, 14.5(c)
			Shift workers	Night shift: Where any part of a shift falls between 6:00pm and 6:30am Night shift – (gardening employees in a sitting / sessational week): Where any part of the shift falls between	13.2

²⁵ Overtime not payable for senior employees, except with the approval of Airservices, for an employee whose classification has a minimum salary equal to or greater than the minimum salary for Administrative Services Level 7.

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
				6:00pm and 6:30am Continuous night shift: Where the shift falls wholly between the period of 6:00pm to 8:00am and is worked for a period exceeding four weeks	
45	Australian Broadcasting Corporation Enterprise Award 2016	MA000147	Journalists, radio and television artists	No span of hours provision.	NA
			Rostered employees (general stream)	Maximum 8 hours within a span of 10 hours (Division 3 – General Employees) Maximum 8 hours within a span of 9 hours (Division 4 – General Employees) Maximum 8 hours within a span of 9 hours (Television Officer – Production Operations) No span of hours (Broadcasters and Technical Service Officers).	22.3(b)
			Journalists	Maximum 11 hours per day (incl. meal breaks).	38.3
				Daily overtime payable for all time worked above 11 hours on any one day or when an employee has not had a break of 11 hours since completion of duty. Weekly overtime payable for all time worked in excess of 38 hours per week for employees who work ordinary hours or average ordinary hours in a 3 week work cycle. Special overtime payable for work starting before midnight, required to continue until after 5:00am the following day or work starting before 6:00am on 3 or more days.	46
			Radio artists	Overtime is payable for any rehearsal time or time worked on call.	79
			Television artists employed on a half daily or daily basis	Overtime payable for all time worked: in excess of 4 hours for artists employed on a <i>half daily</i> basis; OR for all time worked in excess of 8 hours for artists employed on a <i>daily</i> basis	83
			Television artists employed on a weekly basis	Overtime calculated to the nearest 15 minutes, payable for all time worked: in excess of 8 hours per day; OR when weekly engagement consists of 5 days of 8 hours within 7 day period. ²⁶	83

²⁶ Where an artist is engaged for another day, artist to be paid for sixth day per overtime rates in clause 83.2(a). Overtime not payable during rehearsal week. Subject to conditions, overtime may be required to be worked without payment.

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
46	Victorian Local Government (Early Childhood Education Employees) Award 2016	MA000150	Teachers and employees in preschool or kindergarten	No span of hours provision	NA
			Teachers	Maximum 205 days during term and non term weeks each school year	19.1(b)
47	Victorian Government Schools – Early Childhood – Award 2016	MA000152	Teachers	No span of hours provision	NA
48	Victorian Government Schools Award 2016	MA000155	Teachers	No span of hours provision	NA

Attachment B—Modern awards with expansive spans of hours (14 hours or more)

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
1	Pharmacy Industry Award 2020	MA000012	All employees	7:00am to midnight, Monday to Sunday.	13.1
				Maximum 12 hours per day.	13.3
				Overtime payable for all time worked at the direction of the employer in excess of: 38 hours per week; OR 76 ordinary hours over 2 consecutive weeks; OR 12 hours on any one day; OR any time worked between midnight and 7:00am; OR outside rostering arrangements for full-time / part-time employees.	21.2
			Part-time employees	Overtime payable for each hour worked in excess of the number of agreed hours.	21.3
2	Contract Call Centres Award 2020	MA000023	All employees	7:00am to 7:00pm, Monday to Friday; 12:00am to 12:00am, Saturday. 7:00am to 7:00pm, Sunday (by agreement and subject to penalty rates). May be altered by one hour with the agreement of employer and majority of the employees.	13
				Maximum 10 hours per day. Up to 12 hours per day / shift if 12 hour shifts introduced.	13
			All employees (excl. Part-time employees)	Overtime payable for all time worked in excess of the daily or weekly number of ordinary hours.	20.1(a)
			Part-time employees	Overtime payable for all time worked in excess of hours fixed in accordance with the pattern of hours. ²⁷	10.4
			Shift workers	Afternoon shift: Any shift finishing after 7:00pm and at or before midnight Night shift: Any shift finishing after midnight and at or before 9:00am	13.9

²⁷ A Part-time employee is not entitled to overtime until they have worked at least the equivalent number of hours that day to an equivalent full-time employee in the relevant section of the enterprise. A part-time employee must not work more than 38 hours per week at ordinary rates.

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
3	Cotton Ginning Award 2020	MA000024	Day workers	6:00am to 8:00pm, Monday to Friday.	14.1(a)
			Night workers	6:00pm to 8:00am, Monday to Friday.	14.2(a)
			All employees	Maximum 7 hours, 36 minutes per day / night OR no more than 8 hours per day / night, provided 24 minutes of that time accrues towards a rostered day off. Ordinary hours determined by the employer.	10.3, 14.1(c), 14.2(d)
			Day workers	Overtime payable on all time in excess of ordinary hours on any one day or outside span of hours	14.1(d), 21
			Night workers	Overtime payable on all time in excess of ordinary hours or outside span of hours and night work on Saturday or Sunday	14.2(e)–(f), 21
4	Graphic Arts, Printing and Publishing Award 2020	MA000026	Night workers in a daily newspaper office	Any work performed between 5:00pm and at or before 8:00am. By agreement, night work on a Sunday may commence before 5:00pm. ²⁸	13.7(d)
			Employees in a daily newspaper office	Maximum 11 hours per shift.	13.7(a)
			All employees	Overtime payable on all work performed by the employee in excess of or outside ordinary hours.	28.2(a)
			Shift workers	Afternoon shift: Any shift finishing after 6:00pm and at or before 12:45am Night shift: Any shift finishing after 12:45am and at or before 10:00am Morning shift: Any shift commencing at or after 5:00am and prior to 7:00am.	14.1
5	Health Professionals and Support Services Award 2020	MA000027	Day workers – Private medical imaging practices (5.5 day)	7:00am to 9:00pm, Monday to Friday; 8:00am to 1:00pm, Saturday.	13.2(c)
			Day workers – Private medical imaging practices (7 day)	7:00am to 9:00pm, Monday to Sunday.	13.2(d)

²⁸ Work may be prescribed for day work and partly for the hours prescribed for night work. Employees engaged in accordance with clause 13.7(d)(iv) will be paid the rate of wages and be subject to the conditions as provided for night work. However, this provision will not apply where a day shift commences at 6:30am or is set to conclude between 5:00pm and 6:30pm

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
			All employees	Maximum 10 hours per day (excl. meal breaks).	13.1(d)
			Full-time employees	Overtime payable for all time worked in excess of ordinary hours or 10 hours per shift.	25.1(a)
			Part-time employees	Overtime payable for all time worked in excess of: agreed ordinary hours; OR 10 hours per shift; OR an average of 38 hours per week in a fortnight or 4 week period.	25.1(b)
			Casual employees	Overtime payable for all time in excess of: 10 hours per shift; OR 38 hours per week; OR 76 hours in a fortnight.	25.1(c)
			All employees	Overtime payable where an employee has not had a 10 hour break between duty.	25.1(d), 25.4
			All shiftworkers	Employees regularly rostered to work ordinary hours outside the span of hours of work for day workers. ²⁹	2, 26.3
6	Horticulture Award 2020	MA000028	All employees	Overtime payable for all time worked in excess of their ordinary hours.	21.1
			Casual employees	Overtime payable on each hour worked in excess of: 12 hours per engagement; OR 12 hours in a single day; OR 304 hours over an 8 week period.	21.4
			Shift workers	Afternoon shift: Any shift finishing after 6:00pm and at or before midnight, Monday to Friday Night shift: Any shift finishing after midnight and at or before 8:00am, Monday to Friday.	13.3(b)
7	Market and Social Research Award 2020	MA000030	Casual employees	8:00am to midnight, Monday to Sunday. No casual employee will be required to work between midnight and 8:00am.	13.5
			Casual employees	Maximum 8 hours per day	13.5
			All employees	Overtime payable for all time worked in excess of the employee's rostered hours of ordinary work.	18.1(a)

²⁹ Shiftwork penalties are applicable where ordinary hours finish between 6:00pm and 8:00am and commence between 6:00pm and 8:00am.

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
8	Meat Industry Award 2020	MA000059	Cleaner employees	6:30am to midnight, Monday to Sunday.	14.2
			Meat retail establishment employees	4:00am to 9:00pm, Monday to Friday; 4:00am to 6:00pm, Saturday; 8:00am to 6:00pm, Sunday.	14.5
			All employees	Maximum 10 hours per day / shift	14.1(e)
				Overtime payable for all hours outside the relevant span of hours for each group of employees	14.1(f)
			All shift workers	Afternoon shift: Any shift commencing at or after 2:00pm and finishing at or before midnight Day shift in a three shift system: Any shift finishing at or after 2:00pm and at or before 4:00pm Fixed night shift: Any shift on which an employee is not allowed to rotate so as to give the employee at least one week in each 3 consecutive weeks on another shift or shifts Night shift: Any shift finishing subsequent to midnight and at or before 9:00am	23.2
9	Live Performance Award 2020	MA000081	Performers (excl. performers on a country tour)	9:00am to 11:15pm, Monday to Sunday, no more than 6 days in any one week.	33.1(a)(ii)
			Performers	Maximum 8 hours in any one day	33.1(a)(iii)
			Production and support staff	7:00am to midnight, Monday to Sunday.	61.1(b)
				Maximum 12 hours on any one day (to be worked in no more than 2 continuous periods).	61.1(d)
			Performers	Engaged by the week or for a longer period: overtime payable for all time worked in excess of: 8 hours on any one day OR all time worked in excess of 38 hours in any one week. Weekly or casual engagements: overtime payable where any of the intervals of breaks due to an employee are restricted or extended beyond the hours specified under this award Engaged casually other than supernumeraries: overtime payable: where an employee is required to work beyond 11:30pm (or is detained for work for any other reason beyond 11:30pm); OR if the performance call is longer than 3 hours; AND for the third or any subsequent call on any day.	35

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
			Production and support staff	<p>Weekly engagements: Overtime payable for all work in excess of: the rostered daily hours, performed on a rostered day off; OR time performed in excess of weekly total of hours; OR part-time employees who work in excess of 38 ordinary hours per week.</p> <p>Casual engagements: Overtime payable for all work in excess of 8 hours per day or in excess of 38 hours in any one week (excl. overtime worked and paid on a daily basis).</p>	63
			Production and support staff – Crewing services employees	Special overtime and penalty provision for all work between 11:00pm and 6:00am.	63.7
10	Broadcasting, Recorded Entertainment and Cinemas Award 2020	MA000091	Artists – feature films	6:30am to 11:00pm, Monday to Saturday.	65.1(b)
				Maximum 8 hours per day	65.1(b)
				Overtime payable for all time worked in excess of 8 hours per day, Monday to Saturday, or more than 38 hours per week	68.4
11	Marine Tourism and Charter Vessels Award 2020	MA000093	Non overnight charter employees	6:00am to 2:00am, Monday to Saturday. ³⁰	13.2(c)
				Maximum 12 hours per day.	13.2(b)
				Overtime payable for all time worked in excess of: 12 hours per day, any work performed outside the span of ordinary hours; OR all time worked in excess of 38 hours per week averaged over 12 month period.	19.1(a)
12	Fitness Industry Award 2020	MA000094	All employees	5:00am to 11:00pm, Monday to Friday; 6:00am to 9:00pm, Saturday and Sunday. May be worked over any 5 days of the week within the span(s) of hours.	13.1
				Maximum 10 hours per day.	13.3
				Overtime payable for all time worked outside the span of hours or in excess of an average of 38 hours per week over a period of 4 weeks OR in excess of 10 hours per day.	19.1

³⁰ Ordinary hours may also be worked during any other 6 day period in any week as mutually agreed upon and of which period the employer has given at least 14 days' written notice to the employee.

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
13	Dry Cleaning and Laundry Industry Award 2020	MA000096	Dry cleaning employees (excl. shiftworkers)	7:00am to 7:00pm, Monday to Friday; 7:00am to 5:00pm, Saturday; 7:00am to 9:00pm, late shopping night(s).	13.2
			All employees	Overtime payable on all work outside of or in excess of ordinary hours.	23.1
			Shift workers	Morning shift: Commencing before 7:00am and finishing after midday Afternoon shift: Finishing after 6:00pm and at or before midnight Night shift: Finishing after midnight and at or before 8:00am	25.1
14	Labour Market Assistance Industry Award 2020	MA000099	All employees	6:00am to 8:00pm, Monday to Friday.	14.2
				Maximum 10 hours in any one day.	14.1
				Overtime only to be worked with prior approval of employer (excl. emergency situations).	21.1(a)
			Full-time employees	Overtime payable for all time worked in excess of: 152 hours in any 28 day period; OR all time worked outside the spread of hours.	21.1(b)
			Part-time employees	Overtime payable for all time worked in excess of: an employee's prescribed hours of duty; OR 38 hours in any week or more than 10 hours in any one day. ³¹	21.1(c)
			Casual employees	Overtime payable for all time worked in excess of 38 hours in any week OR more than 10 hours in any one day	21.1(d)
15	Social, Community, Home Care and Disability Services Industry Award 2010	MA000100	Day workers	6:00am to 8:00pm, Monday to Sunday.	25.2(a)
			All employees	Maximum 8 hours per shift. Up to 10 hours may be worked per shift, as agreed .	25.1
			Full-time employees	Overtime payable for all authorised time worked in addition to rostered ordinary hours on any day. Overtime payable for all all time worked outside the span of hours for day workers.	28.1(a)
			Part-time / casual employees	Overtime payable for all time worked in excess of: 38 hours per week; OR 76 hours per fortnight; OR 10 hours per day; ³² AND all time worked outside the span of hours.	28.1(b)

³¹ Overtime will not be paid where the employer and employee have agreed to a temporary variation of working hours. In this scenario, overtime will apply to work performed in excess of the mutually agreed / varied hours.

³² Time worked per clause 28.1(b)(ii) will not be regarded as overtime, subject to clause 28.1(b)(i), and will be paid at the ordinary rate of pay including any applicable casual loading.

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
			Shift workers	Afternoon shift: Any shift which finishes after 8:00pm and at or before midnight, Monday to Friday Night shift: Any shift which finishes after midnight or commences before 6:00am, Monday to Friday Public holiday shift: Any time worked between midnight on the night prior to a public holiday and midnight of the public holiday	29.2
16	Local Government Industry Award 2020	MA000112	Employees in the roles or work areas listed in clause 13.1(e)	5:00am to 10:00pm, Monday to Sunday	13.1(e)
			All employees	Maximum 10 hours on any day / shift (excl. unpaid meal breaks). Up to 12 hours on any day / shift, by agreement between the employer and employee.	13.1(k)
				Overtime payable for all work performed at the direction of the employer in excess of: ordinary weekly hours; OR days other than ordinary working days; OR hours worked in excess of maximum ordinary hours.	21.1
17	Aquaculture Industry Award 2020	MA000114	Day workers	5:00am to 7:00pm, Monday to Sunday. Span of hours may be altered one hour forward or back with the agreement of employer and majority of employees at the workplace, a discrete section of the workplace or an individual employee. ³³	13.2
				Maximum 10 hours per day.	13.2(b)
			All workers	Overtime payable for any work performed outside the spread of ordinary hours on any day / shift, for all work performed in excess of 38 hours per week or 10 hours per day.	20.1
			Shift workers	Afternoon shift: Any shift finishing after 6:00pm and at or before midnight Night shift: Any shift finishing after midnight and at or before 8:00am Saturday shift: Any shift performed between midnight Friday and midnight on Saturday.	21
18	Mannequins and Models Award 2020	MA000117	All employees	7:00am to 9:00pm, Monday to Wednesday; 7:00am to 6:00pm, Thursday to Saturday.	12.4
				Maximum 9 hours (excl. one day in any week when maximum will not exceed 10.5 hours).	12.3
			Full-time / Part-time employees	Overtime payable for all time in excess of 38 hours per week OR outside the spread of ordinary hours.	21.1

³³ Ordinary hours of work may be worked on any 5 days. Different agreements may be reached with the majority of employees in different sections of the workplace or with individual employees.

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
19	<i>Animal Care and Veterinary Services Award 2020</i>	MA000118	All employees	6:00am to 9:00pm, Monday to Sunday. Employer and an individual employee may agree to alter the span of hours.	13.2
			All employees	Maximum 10 hours per shift (excl. meal breaks).	13.1(b)
			Full-time / Part-time employees (excl. veterinary surgeons)	Overtime payable for employees other than shift workers for: all work performed outside the ordinary hours; OR for all work outside ordinary hours; OR in excess of 8 hours for employees engaged on shiftwork.	20.1(a)
			Veterinary surgeons	Overtime payable for all time worked in addition to 38 hours per week, except for when on call. ³⁴	20.2
			Shift workers	Morning shift: a shift that commences before 6:30am Afternoon shift: a shift that finishes after 8:00pm Night shift: a shift where the majority of hours occur between midnight and 8:00am.	B.1.5
20	<i>Telstra Award 2015</i>	MA000123	Day workers	7:00am to 7:00pm, Monday to Friday. ³⁵	19.6
				Maximum 7 hours and 21 minutes or 8 hours and 10 minutes per day.	19.2
			Shift workers	Maximum 10 hours per day, except as provided elsewhere. Up to 12 hour shifts where required to suit operational requirements.	19.3, 19.13
			Full-time / Part-time employees	Overtime payable for work performed in excess of: the maximum ordinary hours; OR all work outside the span of ordinary hours (or an individual's ordinary hours under an agreed preferred hours arrangement); OR all work performed in excess of 36.75 hours per week or an average of 36.75 hours per week.	20.4, 20.5
			Shift workers	Afternoon shift: Any shift finishing after 7:00pm and at or before midnight Night shift: Any shift finishing subsequent to midnight and at or before 9:00am.	19.7

³⁴ An allowance instead of some or all of the amounts payable under clause 20.2(a) may be paid where the associate and employer reach agreement. The allowance and any other payments are not to be less than would otherwise have been payable under clause 20.2(a) calculated over a calendar year. Agreements under clause 20.2 must be recorded in writing.

³⁵ Where a day worker enters a preferred hours arrangement under clause 19.14 the span of hours is 6:00am to 11:00pm, Monday to Sunday.

Ref no.	Modern award	Award code	Employee type	Provision/s	Clause
21	<i>Metropolitan Newspapers (South Australia and Tasmania) Printing Award 2015</i>	MA000130	Day workers	7:00am to 6:00pm, Sunday to Saturday inclusive. Persons who attend to prepare machines may commence at 6:30am.	26.1
			All employees	Maximum 8 hours per shift.	26.1(a), 26.2(b), 26.3(b)
				Overtime payable for all time worked in excess of OR outside ordinary hours OR in excess of a prescribed shift.	28
			Shift workers	Night shift: 5:00pm to 8:00am, Sunday to Saturday inclusive. Intermediate shift: on or after midday and concluding no later than 11:00pm, Sunday to Saturday inclusive.	26.2,26.3
22	<i>Victorian Local Government Award 2015</i>	MA000132	Employees listed in clause 19.2(b)	5:00am to 10:00pm, Monday to Sunday.	19.2, 19.3
			All employees	Maximum 10 hours per day / shift (excl. meal breaks) Up to 12 hours per day / shift, by agreement between the employer and employee.	19.5
				Unless otherwise provided, overtime payable for all work performed at the direction of the employer in excess of: ordinary weekly hours; OR days other than an employee's ordinary working days; OR in excess of the maximum ordinary hours on any day.	22.1
23	<i>Australian Federal Police Enterprise Award 2016</i>	MA000142	Non shiftworkers who have an agreement with their team leader	6:00am to 8:00pm, Monday to Friday, where an agreement exists.	7.2(c)
			All employees (excl. casual employees)	Overtime payable when employee is directed to work prior to AND/OR beyond the normal or rostered hours or to attend for duty on a public holiday, Saturday, Sunday or rostered day off.	14
			Casual employees	Overtime payable for work performed in excess of 40 hours per week OR in excess of 8 hours per day.	14.4
			Escort officers	Overtime payable for duty in excess of 8 hours in a 24 hour period (calculated from the commencement of duty).	14.5(a)
			Shift workers	Morning and afternoon shift: Rostered shift commencing at or before 6:30am and finishing after 8:00am Afternoon shift: Rostered shift finishing after 6:00pm and before midnight Night shift: Full rostered shift finishing at or after midnight and at or before 8:00am on any day.	13.2

Attachment C—Modern awards with medium spans of hours (11 – 13 hours)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
1	<i>Clerks—Private Sector Award 2020</i>	MA000002	All employees (excl. shift workers)	7.00am to 7.00pm, Monday to Friday; 7.00am to 12.30pm, Saturday. May be moved up to one hour forward or back with the agreement of employer and majority of employees at workplace OR majority of employees in a discrete section of workplace or an individual employee.	13.3, 13.4
			All employees	Maximum 10 hours per day / shift.	13.7, 26.2
			All employees	Overtime payable on all time worked at the direction of the employer in excess of: the ordinary weekly hours; OR in excess of 10 hours in any one day (excl. unpaid meal breaks); OR work performed outside the span of hours; OR on a rostered day off that is not substituted or banked. ³⁶	21.1, 21.3
			All shift workers	Afternoon shift: A shift finishing after 7:00pm and at or before midnight Night shift: A shift finishing after midnight and at or before 7:00am	25.1
2	<i>General Retail Industry Award 2020</i>	MA000004	All employees (excl. employees working in newsagencies, video shops or retailers with specific extended trading hours)	7:00am to 9:00pm, Monday to Friday; 7:00am to 6:00pm, Saturday; 9:00am to 6:00pm, Sunday.	15.1
			Newsagency employees	5:00am to 9:00pm, Monday to Friday; 5:00am to 6:00pm, Saturday and Sunday.	15.2(a)
			Video shop employees	7:00am to midnight, Monday to Saturday; 9:00am to midnight, Sunday.	15.2(b)
			Employees at retailers where trading hours extend beyond 9:00pm, Monday to Friday, or 6:00pm, Saturday and Sunday	7:00am to 11:00pm, Monday to Saturday; 9:00am to 11:00pm, Sunday.	15.2(c)

³⁶ For Part-time employees, overtime is payable for time worked in excess of the number of hours the employee has agreed to worked per clause 10.2 or varied as per clause 10.3. An employee is entitled to be paid overtime when the total overtime an employee has worked in one week reached a minimum of half an hour.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			All employees	Maximum 9 hours per day. Up to 11 hours per day on one day per week.	15.4, 15.5
			Full-time employees	Overtime payable on all time worked: in excess of ordinary hours of work; OR work performed outside the span of ordinary hours (excl. shift work) or outside roster conditions.	21.2(a)
			Part-time employees	Overtime payable on all time worked: in excess of guaranteed hours as agreed or varied; OR work performed outside the span of ordinary hours (excl. shift work).	21.2(a)
			Casual employees	Overtime payable on all time worked: in excess of 38 hours per week or 38 hours per week averaged over the course of the roster cycle if the employee works in accordance with a roster; OR outside the span of hours (excl. shift work); OR in excess of 11 hours on one day of the week and 9 hours on any other day of the week.	21.2(a)
			Shift workers (excl. baking production employees)	Shift work: Any shift starting at or after 6:00pm on one day and before 5:00am the following day.	24.1
			Baking production shift workers	Shift work: A shift starting at or after midnight and before 6:00am	24.2
3	Hair and Beauty Industry Award 2020	MA000005	Full-time / Part-time employees	7:00am to 9:00pm, Monday to Friday; 7:00am to 6:00pm, Saturday; 10:00am to 5:00pm, Sunday.	14.4
			All employees	Maximum 9 hours per day. ³⁷	14, 22.4(b)
			Full-time employees	Overtime payable for all time worked at the direction of the employer: in excess of an average of 38 hours per week; OR all work performed outside the span of hours; OR in excess of maximum daily hours.	22.2
			Part-time employees	Overtime payable for all time worked at the direction of the employer: in excess of the number of hours as agreed or varied; OR work performed outside the span of hours; OR in excess of maximum daily hours.	22.3
			Casual employees	Overtime payable for all time worked at the direction of the employer in excess of: 38 hours per week or in excess of 38 hours per week averaged over a roster cycle if the employee works in accordance with a roster; OR in excess of 10.5 hours per day.	22.4

³⁷ An employee's hours may be increased to 10.5 hours on one day per week by the employer. An employer and employee may agree in writing that an employee may be rostered to work 10.5 hours on a second day during that week.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
4	<i>Higher Education Industry – General Staff – Award 2020</i>	MA000007	Building services, building and maintenance, trades staff (incl. plumber staff)	6:00am to 6:00pm, Monday to Friday.	15.1(a)
			Catering and retail staff	6:00am to 7:30pm, Monday to Sunday.	15.1(a)
			Security staff	6:00am to 6:00pm, Monday to Sunday.	15.1(a)
			Children's service staff	6:30am to 6:30pm, Monday to Friday.	15.1(a)
			Storage services staff	7:00am to 5:30pm, Monday to Friday.	15.1(a)
			Shift workers	Maximum 10 hours per shift (incl. meal break).	15.2(a)(ii)
			All employees (excl. HEW 7–10)	Overtime payable on all authorised work performed outside of OR in excess of ordinary or rostered hours. ³⁸	22.1, 22.5
			Shift workers	Day shift: A shift commencing at or after 6:00am and finishes at or before 6:00pm Afternoon shift: A shift finishing after 6:00pm and at or before midnight Night shift: A shift finishing after midnight and at or before 8:00am.	23.1
5	<i>Manufacturing and Associated Industries and Occupations Award 2020</i>	MA000010	Day workers	6:00am to 6:00pm, Monday to Friday. Span of hours may be moved one hour forward or back with agreement of employer and majority of employees in the workplace, a discrete section of the workplace or an individual employee. ³⁹	17.2
			Continuous and non continuous shift workers	Maximum 8 hours per shift, unless otherwise agreed.	17.3(d), 17.4 (c)

³⁸ HEW 7 and/or HEW 8 will not be eligible for paid overtime but may take time off instead of paid overtime, at a mutually agreed time, calculated in accordance with the relevant overtime rate. For HEW 9 – 10, by agreement with the employer, the employee will be provided with time off instead of paid overtime at the rate of one hour for each hour of overtime worked when the employee is specifically required to work additional hours and it would be unreasonable for time off instead of paid overtime not to be provided.

³⁹ Span of hours alterable to permit ordinary hours to be worked on Saturday and Sunday, subject to agreement between employer, the majority of employees impacted or an individual agreement with the employee. Different agreements may be reached with the majority of employees in different sections of the workplace or with different individual employees.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			Continuous shift workers (vehicle manufacturing employees)	Maximum 10 hours per shift (incl. crib time), subject to certain conditions.	50.1(e)
			Non continuous shift workers (vehicle manufacturing employees)	Maximum 10 ordinary hours per day. Maximum one shift per 24 hours (excl. regular changeover shifts). ⁴⁰	50..2
			Technical field employees engaged on ship trials	Maximum 12 hours per ship trial duty. Should trials be planned for a longer duration, a relief shift must be arranged before leaving wharf.	19.2
			Day workers	Maximum 8 hours per day, unless otherwise agreed.	17.2(b)
				Overtime payable for any work performed outside spread of hours.	17.2(f)
			Full-time day, continuous shift and non continuous shiftworkers	Overtime payable for any work outside ordinary hours on any day or shift.	32.1(a)
			Part-time employees	Overtime payable for all work performed in excess of agreed hours.	32.1(c)
6	Mining Industry Award 2020	MA000011	Shiftworkers (excl. vehicle manufacturing employees)	Afternoon shift: Any shift finishing after 6:00pm and at or before midnight Continuous shiftwork: Work carried on consecutive shifts of employees throughout the 24 hours of each of at least 6 consecutive days without interruption except for breakdowns, meal breaks of due to unavoidable causes beyond the control of the employer. Night shift: Any shift finishing after midnight and at or before 8:00am	33.2(b)
			All employees (excl. shift workers)	6:00am to 6:00pm, Monday to Sunday. May be altered by agreement between employer and majority of affected employees.	12.4
			Shift workers	Hours may be worked on any day of the week	12.5(b)
			All employees	Maximum 10 hours per day. Up to 12 hours per day by agreement between employer and majority of employees.	12.4, 12.5

⁴⁰ In any arrangement with more than 8 working hours, the arrangement of hours is subject to agreement between the employer and the majority of employees in the plant or work station or sections concerned.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			All employees (excl. continuous shift workers)	Overtime payable for all work performed in addition to ordinary hours, except as otherwise provided.	20.1
			Continuous shiftworkers	Overtime payable for all hours worked in addition to ordinary hours.	20.2
			Shift workers	Afternoon shift: Any shift finishing after 7:00pm and at or before midnight Night shift: Any shift finishing after midnight and at or before 8:00am Permanent night shift: A period of shiftwork where an employee works night shift only or remains on night shift for longer than 4 consecutive weeks OR works on night shift that does not rotate or alternate with another shift or with day work so as to give that employee at least one third of working time off the night shift in each cycle.	21.1
7	Racing Industry Ground Maintenance Award 2020	MA000014	All employees	6:30am to 6:30pm, except for as provided elsewhere. ⁴¹	13.1
			Tracking cross attendants and other employees required to open the race course in preparation for early morning trackwork or for related duties	4:00am to 4:00pm.	13.1
			All employees	Maximum 10 hours per day.	13.1(b)
				Overtime payable for all time worked: in excess of 38 ordinary hours a week; OR outside the spread of hours; OR in excess of 10 ordinary hours per day.	19.1(a), 19.1(b)
8	Rail Industry Award 2020	MA000015	Day workers in clerical, administration and professional classifications	6:00am to 6:30pm.	13.1(d)
			Day workers in technical and civil infrastructure classifications	6:00am to 6:30pm.	13.1(e)

⁴¹ Ordinary hours may be extended to 11:00pm where the employer conducts a greyhound or harness racing meeting which is open to the public. Ordinary hours may be worked on a Saturday or Sunday when employer conducts a public event.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			All employees	Maximum 10 hours per day. Up to 12 hours per day, if agreed by the employer and majority of employees.	13.1(g)
			Full-time / Part-time employees	Overtime payable for any time worked in excess of an employee's ordinary hours.	20.1(a), 20.1(b)
			Casual employees	Overtime payable for any time worked in excess of an employee's weekly ordinary hours.	20.1(c)
			All shift workers	Afternoon shift: A shift that commences before 6:00pm and concludes after 6:30pm Early morning shift: A shift that commences between 4:00am and 5:30pm Night shift: A shift that commences at or between 6:00pm and 3:59am.	21.1
9	Textile, Clothing, Footwear and Associated Industries Award 2020	MA000017	All employees	7:00am to 7:00pm, Monday to Friday. May be altered by up to one hour with the agreement of employer and majority of employees.	16.2, 16.3
				Maximum 8 hours per day. May be changed where agreed to by employer and majority of employees without payment of overtime. Up to 10 hours in one day.	16.2, 16.3
				Overtime payable for all time worked: in excess of an employee's ordinary hours; OR outside the span of hours.	28.1
			Shift workers – general	Day shift: A shift worked between the hours of 7:00am and 7:00pm Afternoon shift: A shift finishing after 6:00pm but no later than midnight Night shift: A shift finishing after midnight but not later than 7:00am	29.1
			Shift workers – textile industry ⁴²	Day shift: A shift worked between 7:00am to 7:00pm. ⁴³ Morning shift: A shift commencing at 6:00am Afternoon shift: A shift finishing after 6:00pm but not later than midnight Night shift: A shift finishing after midnight but not later than 8:00am	30.1

⁴² An employer and majority of affected employees may agree to vary the hours in which shifts must be worked by up to one hour at either end to meet extraordinary circumstances, subject to clause 7.4. An employer and majority of employees may agree to work the hours prescribed for night shift in 4 shifts. Under any such agreement, all night shift hours worked in excess of 9 hours must be paid for at overtime rates, even if they come within the starting and finishing time of a shift.

⁴³ Where employees are required to work overtime starting at 6:00am for a period of 4 consecutive weeks they will be deemed to be engaged on a morning shift.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
10	Aged Care Award 2010	MA000018	Day workers	6:00am to 6:00pm, Monday to Friday.	22.2(a)
			Employees on sleepover shift	Maximum 10 hours per sleepover on any one night. ⁴⁴	22.9
			Full-time employees	Overtime payable for all authorised work in addition to their rostered ordinary hours on any day.	25.1(a)(i)
			Part-time employees	Overtime payable for all time worked: in excess of 38 hours per week; OR 76 hours per fortnight; OR in excess of 10 hours per day.	25.1(b)
			Casual employees	Overtime payable for all time worked: in excess of 38 hours per week; OR 76 hours per fortnight; OR in excess of 10 hours per day.	25.1(c)
			Shift workers	Afternoon shift: Commencing at 10:00am and before 1:00pm Afternoon shift: Commencing at 1:00pm and before 4:00pm Night shift: Commencing at 4:00pm and before 4:00am Night shift: Commencing at 4:00am and before 6:00am	26.1
11	Banking, Finance and Insurance Award 2020	MA000019	All employees	7:00am to 7:00pm, Monday to Friday; 8:00am to 12:00pm, Saturday. Up to 9:00pm on no more than one night per week, Monday to Friday.	13.1
				Overtime payable for all time worked at the direction of the employer outside ordinary hours.	20.1
			Shift workers	Afternoon shift: Any shift finishing between 6:00pm and midnight Early morning shift: Any shift commencing between 4:00am and 7:00am Night shift: Any shift finishing between midnight and 8:00am	13.7(a)
12		MA000020	All employees (excl. shiftworkers)	7:00am to 6:00pm, Monday to Friday. May be altered by agreement to allow a working day to start between 6:00am and 8:00pm.	16.1, 16.11(a)

⁴⁴ Provisions relating to overtime and sleepover shifts as per clause 22.9(g)(i)–(iii).

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
	<i>Building and Construction General On-site Award 2020</i>		All employees	Maximum 8 hours per day.	16
			All employees (excl. apprentices)	Overtime payable for all time beyond an employee's ordinary working hours, inclusive of time worked.	29.4(a)
			Shift workers	Afternoon shift: A shift starting at or after 1:00pm and before 3:00pm Night shift: A shift starting at or after 3:00pm and before 11:00pm Early morning shift: A shift commencing at or after 11:00pm and before 4:30am Morning shift: A shift starting at or after 4:30am and before 6:00am Early afternoon shift: A shift starting at or after 11:00am and before 1:00pm	17.1(a)
13	<i>Business Equipment Award 2020</i>	MA000021	Day workers	6:30am to 6:30pm, Monday to Friday, at the discretion of the employer. May be altered by one hour either side OR to include Saturdays and Sundays as days worked.	12.1, 12.2(a)(i)–(ii)
				Maximum 8 hours per day. Up to 12 hours per day (excl. meal breaks) by agreement between employer and majority of employees or individual employee.	12.1(b), 12.2(a)(iii)
			Shift workers	Maximum 8 hours per day. Up to 10 hours per day. 12 hours shifts may be implemented, subject to conditions.	12.5, 22.1(a)
			All employees	Overtime payable for all work in excess of or outside of the employee's ordinary hours	20.1
			Shiftworkers	Afternoon shift: Any shift finishing after 6:30pm and at or before midnight Night shift: Any shift finishing after midnight and at or before 8:00am	22.1(c and d)
14	<i>Contract Call Centres Award 2020</i>	MA000023	All employees	7:00am to 7:00pm, Monday to Friday; all day Saturday. ⁴⁵	13
				Maximum 10 hours per day. Up to 12 hours per day / shift if 12 hour shifts introduced.	13

⁴⁵ Spread of hours may be altered by one hour forward or back with the agreement of the employer and the majority of the employees concerned in the workplace or relevant section. By agreement between an individual employee and the employer, ordinary hours may be worked on Sunday, 7:00am to 7:00pm, subject to penalty rates.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			All employees (excl Part-time employees)	Overtime payable for all time worked in excess of the daily or weekly number of ordinary hours	20.1(a)
			Part-time employees	Overtime payable for all time worked in excess of hours fixed in accordance with the pattern of hours applicable to the employee. ⁴⁶	10.4, 20.1(a)
			Shift workers	Afternoon shift: Any shift finishing after 7:00pm and at or before midnight Night shift: Any shift finishing after midnight and at or before 9:00am	13.9
15	<i>Electrical, Electronic and Communications Contracting Award 2020</i>	MA000025	Day workers	6:00am to 6:00pm, Monday to Friday. May be altered with agreement of employer and individual employee or majority of employees. Start and finish times may not be varied except by agreement of individual employee or majority of employees.	13.2, 13.3
			All shift workers	Maximum 8 hours per shift. Up to 12 hours if 12 hour shifts introduced, subject to agreement.	13.10(c)(i), 13.11(c)(i)
			All employees	Overtime payable for all time worked in excess of or outside the ordinary hours, as authorised by the employer.	13.16, 20.1
16	<i>Graphic Arts, Printing and Publishing Award 2020</i>	MA000026	All employees (excl. employees engaged to clean the premises or attend to heating apparatus for the machines or buildings)	7:00am to 6:00pm, Monday to Friday. May be altered by up to one hour at either end of the spread (but not both), with agreement of employer and majority of impacted employees OR with agreement of individual employee. May be altered to include Saturday and Sunday by agreement of employer and majority of employees.	13.3
			Employees engaged to clean the premises or attend to heating apparatus for machines or buildings	6:30am to 6:00pm, Monday to Friday. May be altered by up to one hour at either end of the spread (but not both), with agreement of employer and majority of impacted employees OR with agreement of individual employee. May be altered to include Saturday and Sunday by agreement of employer and majority of employees.	13.3

⁴⁶ A Part-time employee is not entitled to overtime until they have worked at least the equivalent number of hours that day to an equivalent full-time employee in the relevant section of the enterprise. A part-time employee must not work more than 38 hours per week at ordinary rates

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			Shift workers	Span of hours may be altered up to one hour at one end of the spread (but not both), by agreement with the employer and the majority of employees impacted OR with and individual employee, subject to conditions.	14.2
			Day workers, non continuous shiftworkers (excl. newspaper office) and employees in a non daily newspaper office	Maximum 8.75 hours per day / shift. Up to 12 hours per day / shift with agreement of employer and majority of employees.	13
			Continuous shiftworkers other than in a newspaper office	Maximum 8 hours per day / shift. Up to 12 hours per day / shift with agreement of employer and majority of employees.	13.5(c)
			Employees in a daily newspaper office	Maximum 11 hours per shift.	13.7(a)
			All employees	Overtime payable on all work performed by the employee in excess of or outside ordinary hours.	28.2(a)
			Shift workers	Afternoon shift: Any shift finishing after 6:00pm and at or before 12:45am Night shift: Any shift finishing after 12:45am and at or before 10:00am Morning shift: Any shift commencing at or after 5:00am and prior to 7:00am.	14.1
17	Health Professionals and Support Services Award 2020	MA000027	Day workers – Private medical imaging practices (5.5 day)	7:00am to 9:00pm, Monday to Friday; 8:00am to 1:00pm, Saturday.	13.2(c)
			Day workers – Private medical imaging practices (7 day)	7:00am to 9:00pm, Monday to Sunday.	13.2(d)
			All employees	Maximum 10 hours per day (excl. meal breaks).	13.1(d)
			Full-time employees	Overtime payable for all time in excess of: ordinary hours; OR 10 hours per shift.	25.1(a)
			Part-time employees	Overtime payable for all time in excess of: ordinary hours or, where an agreement has been reached, when it is mutually agreed and recorded in writing that the agreement is to be varied; OR 10 hours per shift; OR an average of 38 hours per week in a fortnight or 4 week period.	25.1(b)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			Casual employees	Overtime payable for all time worked in excess of: 10 hours per shift; OR 38 hours per week; OR 76 hours per fortnight.	25.1(c)
			All employees	Overtime payable for all time worked where an employee has not had a 10 hour break between work.	25.1(d), 25.4
			Shift workers	Employees regularly rostered to work their ordinary hours outside the span of hours of day workers. ⁴⁷	2, 26.3
18	<i>Horticulture Award 2020</i>	MA000028	Full-time / Part-time employees	6:00am to 6:00pm, Monday to Friday. May be altered by agreement with employer and majority of employees.	13.1
				Maximum 8 hours per day. Up to 12 hours on any day by arrangement between employer and majority of employees.	13.1(a)(iii)
			All employees	Overtime payable for all time worked in excess of ordinary hours.	21.1
			Shift workers	Ordinary hours are to be worked between Monday to Friday Afternoon shift: Any shift finishing after 6:00pm and at or before midnight Night shift: Any shift finishing after midnight and at or before 8:00am	13.3(b)
19	<i>Joinery and Building Trades Award 2020</i>	MA000029	Day workers	6:00am to 7:00pm, Monday to Friday.	16.2
				Maximum 8 hours per day.	16.2
			All employees	Overtime payable for all work performed outside ordinary hours.	24.2(a)
			Shiftworkers	Afternoon shift: A shift finishing at or after 9:00pm and at or before 11:00pm Night shift: A shift finishing after 11:00pm and at or before 7:00am Early morning shift: A shift finishing after 12:30pm and before 2:00pm Early afternoon shift: A shift finishing after 7:30pm and before 9:00pm	25.1

⁴⁷ Shiftwork penalties applicable where the ordinary hours of a shiftworker finish between 6:00pm and 8:00am and commence between 6:00pm and 8:00am.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
20	<i>Market and Social Research Award 2020</i>	MA000030	Full-time / Part-time employees	8:00am to 8:00pm, Monday to Sunday. May be altered with agreement for whole or a section of employer's operations.	13.2
				Maximum 12 hours on any day.	13.3(c), 13.7
			All employees	Overtime payable for all time worked in excess of the employee's rostered hours.	18.1(a)
21	<i>Medical Practitioners Award 2020</i>	MA000031	Day work medical practitioners (excl. senior doctors)	6:00am to 6:00pm, Monday to Friday.	13.1(a)(i)
			Senior doctors	7:00am to 6:00pm, Monday to Friday. ⁴⁸	13.1(b)(ii)
			Shiftworkers – doctors in training	Maximum of 10 hours per shift.	13.2(b)(iii)
			All medical practitioners (excl senior doctors)	Overtime payable on all hours worked in excess of 38 ordinary hours per week.	20.1
			Doctors in training	Overtime payable for any work performed in excess of one hour during their sleepover. ⁴⁹	20.5
			All shift workers	Employees regularly rostered to work their ordinary hours outside the ordinary hours of a day worker.	13.2(a)
22	<i>Mobile Crane Hiring Award 2020</i>	MA000032	All employees	6:00am to 6:00pm, Monday to Friday.	12.1
				Maximum 8 hours per day. Up to 10 hours per day with the agreement of employer and majority of impacted employees.	12.5
				Overtime payable for all time worked at employer's direction outside the ordinary hours of work.	22

⁴⁸ Where normal duties are averaged over a roster period longer than one week, as provided for in clause 13.1(a), normal duties may be performed between Monday and Sunday inclusive.

⁴⁹ If the doctor in training is called to active duty more than 5 times, entire period of sleepover is to be paid at the appropriate rate of active duty.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			Shift workers	Day shift: Any shift starting at or after 6:00am and before 10:00am Afternoon shift: Any shift starting at or after 10:00am and before 8:00pm Night shift: Any shift starting after 8:00pm and before 6:00am	23.11
23	Nursery Award 2020	MA000033	Full-time / Part-time employees	6:00am to 6:00pm, Monday to Sunday (5 out of 7 days); 6:00am to 9:00pm, one night Monday to Friday.	13.2, 10.6
			Full-time employees	Maximum 8 hours per day. Up to 10 hours per day by agreement with employer and employee, subject to conditions.	13.2(c)
			All employees	Overtime payable on all time worked outside the ordinary hours,	21.3
24	Nurses Award 2020	MA000034	Day workers	6:00am to 6:00pm, Monday to Friday.	13.1(a)
			All employees	Maximum 10 hours per day.	13.1(d)
			Full-time / casual employees (excl. RNs level 4–5)	Overtime payable for all time in excess of the ordinary hours on any day or shift.	19.1(a)–(b), 19.2(a)–(b)
			Part-time employees	Overtime payable on all time worked: in excess of rostered daily ordinary full-time hours; OR in excess of ordinary hours on any day or shift.	19.1(a and d)
			Shift workers	Afternoon shift: Any shift commencing no earlier than 12:00 and finishing after 6:00pm on the same day Night shift: Any shift commencing on or after 6:00pm and finishing before 7:30am on the following day	20.1
25	Pastoral Award 2020	MA000035	Piggery attendants (non shiftworkers)	6:00am to 6:00pm, Monday to Friday. May be altered with agreement.	38.1(a)
				Maximum 8 hours per day. Up to 12 hours per day with agreement of employer and employee.	38.1(a and b)
			Piggery attendants (shiftworkers)	Maximum 8 hours per shift. Shifts of 8 to 12 hours may be agreed to by employer and majority of employees.	39.4

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			Piggery attendants	Overtime payable on all time worked: before the ordinary commencing time; OR after the ordinary finishing time; OR in excess of the ordinary hours of work in any one day or in any one week	43.1
			Piggery attendants (shiftworkers)	Afternoon shift: Any shift finishing after midnight or at or before 8:00am Night shift: Any shift finishing after midnight and at or before 8:00am	42.1(a and b)
26	Plumbing and Fire Sprinklers Award 2020	MA000036	All employees	7:00am to 6:00pm, Monday to Friday. May be altered so that the working day may begin at 6:00am, or at any time between that hour and 8:00am, with agreement of employer and employees.	15.2(c), 15.3(a)
				Maximum 8 hours per day.	15.2(b)
			All employees (excl. shiftworkers)	Overtime payable for all time worked at the direction of the employer: before or after ordinary working hours; OR on Saturday, Sunday and public holidays.	22.1(a)
			Shift workers	An employee who works ordinary hours during any shift finishing after 6:00pm and at or before 7:00am.	2
				Overtime payable for all time worked at the direction of the employer after or before working ordinary hours.	23.7
27	Road Transport and Distribution Award 2020	MA000038	All employees (excl. oil distribution workers and shiftworkers)	5:30am to 6:30pm, Monday to Friday. ⁵⁰	13
			Oil distribution workers	6:30am to 5:30pm, Monday to Friday. May be altered for rural distribution operations to allow for hours to be rostered over any 3 consecutive days, Monday to Saturday, unless another arrangement made between employer and impacted employees.	14.3, 14.5
				Maximum 8 hours per day	13.5, 14.4

⁵⁰ The days on which ordinary hours are worked may include Saturday and Sunday by agreement between the employer and the majority of impacted employees. Agreement may also be reached between the employer and an individual employee. Span of hours may be altered in any depot, yard or garage by one hour at each end with agreement of the employer and the majority of impacted employees. Agreement may also be reached between the employer and an individual employee. Employees listed in clause 13.6(c) may be required by the employer to commence ordinary hours of work between 12:01am and 6:00am but not otherwise, in which case the ordinary hours of work in clauses 13.6(a) and 13.6(b) will not apply to the employee and weekly rate of the employee must be increased by 30% of the ordinary hourly rate for each ordinary hour worked.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			All employees (excl. shift workers)	Overtime payable on all work performed outside ordinary hours.	21.1
			Shift workers	Overtime payable for all time worked: outside or in excess of the ordinary shift hours; OR on a shift other than a rostered shift.	22.5
				Afternoon shift: A shift finishing after 6:30pm but not later than 12:30am Day shift: A shift starting at 5:30am or later, but not finishing at or before 6:30am Night shift: A shift finishing after 12:30am but not later than 8:30am	22.1
28	Silviculture Award 2020	MA000040	All employees (excl. shift workers)	5:00am to 5:00pm, Monday to Friday.	13.1
				Maximum 10 ordinary hours per day.	13.5
				Overtime for weekday work payable on all time worked by an employee in excess of OR outside the ordinary hours of work (incl. time worked for full-time and part-time employees for accrual purposes)	19
			Shift workers	Overtime payable for all time worked in excess of or outside the ordinary hours inclusive of OR outside the ordinary hours of work (incl. time worked for accrual purposes for full and part-time employees)	20.9
				Day shift: Any shift starting at or after 5:00am and before 10:00am Afternoon shift: Any shift starting at or after 10:00am and before 8:00pm Night shift: Any shift starting at or after 8:00pm and before 5:00am	20.1
29	Telecommunications Services Award 2020	MA000041	All employees (excl. shift workers)	7:00am to 7:00pm, Monday to Friday; 7:00am to 1:00pm, Saturday. May be altered by up to one hour at one or both ends of the daily spread of hours by agreement between employer and majority of impacted employees in the workplace or relevant section(s). ⁵¹	13.6
				Maximum 10 hours per day. Up to 12 hours per day, subject to agreement between employer and majority of employees in the workplace or relevant section(s)	13

⁵¹ Span of hours may be further altered to permit weekend work on Saturday afternoon (1:00pm to 7:00pm) or Sunday (7:00am to 7:00pm), by agreement with employer and individual employee and subject to penalty rates as per clause 21.3.
This provision does not apply to day workers who work day work as part of a rotating roster.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			Full-time / casual employees	Overtime payable for any time worked in excess of the ordinary hours.	20.1(a)
			Part-time employees	Overtime payable for time worked in excess of the hours fixed in accordance with pattern of hours. ⁵²	10.2
			Shift workers ⁵³	Afternoon shift: Any shift finishing after 7:00pm and at or before midnight Night shift: Any shift finishing after midnight and at or before 9:00am	13.7
30	Transport (Cash in Transit) Award 2020	MA000042	All employees (excl. shift workers)	6:00am to 6:00pm, Monday to Friday.	14.(c)
			All employees	Maximum 8 hours per day.	14.(c), 21.2
			All employees (excl. shift workers)	Overtime payable for all work done outside ordinary hours.	20.1
			Shift workers	Overtime payable for all time worked outside or in excess of the ordinary shift hours OR on shift other than a rostered shift	21.13
				Day shift: A shift which commences at 6:00am or later, and finishes at or before 6:30pm Afternoon shift: A shift which finishes after 6:30pm but no later than 12:30am Night shift: A shift which finishes after 12:30am and at or before 8:30am	21.1
31	Waste Management Award 2020	MA000043	All employees	4:00am to 5:00pm, Monday to Friday.	13.2(a)(i)
				Maximum 8 hours per day.	13.2(a)(ii)
			All employees (excl. shift workers)	Overtime payable on work done outside the ordinary hours	19.1, 19.2
			Shift workers	Overtime payable for: a shift with less than 48 hours notice; OR shiftwork that is not regular; OR shiftwork performed outside ordinary hours in excess of 8 hours per shift	20.4

⁵² A part-time employee is ineligible to be paid overtime rates until they have worked at least the number of daily hours of an equivalent full-time employee, provided they work no more than 38 ordinary hours in any week.

⁵³ The ordinary hours of work for afternoon and night shiftworkers will be worked at the discretion of the employer, Monday to Sunday, subject to clauses 13.5 and 21.3.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			Shift workers	Afternoon shift: A shift where the ordinary hours worked finish after 6:30pm but not later than 12:30am Night shift: A shift where the ordinary hours worked finish after 12:30am and at or before 8:30am.	20.1
32	Wool Storage, Sampling and Testing Award 2020	MA000044	All employees (excl. shift workers)	5:00am to 6:30pm, Monday to Friday. May be altered with agreement of employer and majority of impacted employees OR individual employees.	13.2
			All employees	Maximum 12 hours per day / shift.	13.2(a), 13.3
				Overtime payable for all work done in addition to an employee's ordinary hours.	21.1
			Shift workers	Afternoon shift: Any shift finishing after 6:00pm and at or before 1:00am Day shift: Any shift finishing after 2:00pm and at or before 6:00pm Night shift: Any shift finishing after 1:00am and at or before 7:00am	2
33	Coal Export Terminals Award 2020	MA000045	All employees (excl. shift workers)	6:00am to 6:00pm, Monday to Saturday.	13.3
				Maximum of 10 hours per day. Up to 12 hours per day by agreement with the employer and the majority of impacted employees.	13.3
			Shift workers	Maximum of 10 hours per shift. Shifts in excess of 10 hours may only be implemented by agreement with the employer and the majority of impacted employees, subject to clause 28.	13.5(a and b)
			All employees	Overtime payable on all time worked in excess of or outside the ordinary hours of any shift.	19.1, 19.3
			Shift workers	Afternoon shift: Any shift finishing after 7:00pm and at of before midnight. Night shift: Any shift finishing after midnight and at or before 8:00am	13.4(a)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
34	Airline Operations- Ground Staff Award 2020	MA000048	Day workers	7:00am to 6:00pm, Monday to Friday. ⁵⁴ May be altered by one hour forward or one hour back with the agreement of employer and majority of employees in the workplace or relevant section(s). Up to 12 hours where 12 hour shifts introduced and subject to conditions.	14.2, 15.1(c)
			All employees	Overtime payable for all work done outside ordinary hours on any day or shift (excl. where the time worked is by arrangement between employees).	24.1(a)–(b)
			Shift workers	Early morning shift: Commencing no earlier than 4:00am but before 7:00am Afternoon shift: Finishing after 6:00pm and at or before midnight Night shift: Finishing after midnight and at or before 8:00am Night shift: Commencing after midnight and before 4:00am	17.3
35	Airport Employees Award 2020	MA000049	Day workers	6:30am to 6:30pm, Monday to Friday. Up to 12 hours with the agreement of employer and majority of employees.	16.2, 16.4
				Maximum 10 hours on any one day.	16.5
			Shift workers	Maximum 10 hours per shift (incl. rest time). Up to 12 hours by agreement between employer and majority of employees.	17.3
			All employees	Overtime payable for all work required to be undertaken outside ordinary hours, Monday to Sunday.	23.1, 23.2
			Shift workers	Night shift: A shift between 6:00pm and 6:30am	24.1(a)
36	Ports, Harbours and Enclosed Water Vessels Award 2020	MA000052	All employees	6:00am to 6:00pm, Monday to Friday.	12.2
				Maximum 8 hours per day.	12.2
			Shift workers:	Afternoon shiftwork: any shift finishing after 6.00 pm and at or before midnight Night shift: any shift finishing after midnight and at or before 8:00am	19.1

⁵⁴ The days on which ordinary hours may be worked may include Saturday and Sunday, subject to agreement between the employer and majority of impacted employees. Agreement may also be reached with an individual employee.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
37	Asphalt Industry Award 2020	MA000054	All employees (excl. shift workers)	6:00am to 6:00pm, Monday to Friday inclusive. May be altered with agreement between employer and majority of affected employees.	13.2
			All employees	Span of hours may be altered by up to one hour at either end of the span with the agreement. Day shift: A shift starting at or after 6.00 am and before 10.00 am Afternoon shift: A shift starting at or after 10.00 am and before 8.00 pm Night shift: A shift starting at or after 8.00 pm and before 6.00 am	20.1
			All employees (excl. shift workers)	Overtime payable on any time worked outside or in excess of the ordinary hours.	19.1
			Shift workers	Overtime payable on work done in excess of and outside the ordinary hours of a shift (incl. of time accrued) OR on a shift other than a rostered shift. Does not apply to arrangements made between employees.	20.5
38	Cement, Lime and Quarrying Award 2020	MA000055	Day workers	Cement and lime industry spread of hours: 6:00am to 6:00pm, Monday to Friday Quarrying industry spread of hours: 6:30am to 6:00pm, Monday to Friday Ordinary hours may be altered with agreement of employer and majority of employees.	13.2
			Shift workers	Shifts may be worked Monday to Friday. Ordinary hours may be altered to Monday-Sunday with agreement of employer and majority of employees.	13.2
			All employees	Maximum 10 hours per day. Maximum hours may be altered with agreement of employer and majority of employees.	13.4
			Shift workers	Afternoon shift: Any shift finishing after 6.00 pm and at or before midnight. Night shift: Any shift finishing after midnight and at or before 8.00 am.	21.1, 21.2
			Day workers	Overtime payable on any time worked outside or in excess of their ordinary hours.	20
			Shift workers	Overtime payable on any time worked in excess of their ordinary hours.	20
39	Concrete Products Award 2020	MA000056	Day workers	6:00am to 6:00pm, Monday to Friday. May be altered with the agreement of employer and majority of impacted employees.	13.2
			Shift workers	Afternoon shift: Any shift finishing after 6.00pm and at or before midnight. Night shift: Any shift finishing after midnight and at or before 8.00am.	21.1

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			All employees	Maximum 10 hours per day. Maximum hours may be altered with agreement of employer and majority of employees.	13.3
			Day workers	Overtime payable on any time worked in excess of or outside ordinary hours.	20.1
			Shift workers	Overtime payable on all time worked in excess of or outside ordinary hours or on a shift other than a rostered shift.	21.8
40	<i>Premixed Concrete Award 2020</i>	MA000057	All employees (excl. shift workers)	6:00am to 6:00pm, Monday to Friday. May be altered with the agreement of employer and majority of impacted employees.	13.1
			Shift workers	Afternoon shift: Any shift finishing after 6.00 pm and at or before midnight. Night shift: Any shift finishing subsequent to midnight and at or before 8.00 am.	2
			All employees	Maximum 10 hours per day. Maximum hours may be altered with agreement of employer and majority of employees.	13.1
				Overtime payable on any time worked in excess of or outside ordinary hours.	20.1
			Maintenance / horticultural employees	6.00am to 6.00pm Monday to Friday; 6.00am to 12.00 noon, Saturday. May be increased up to one hour by agreement between employer and majority of employees.	15.6
41	<i>Registered and Licensed Clubs Award 2020</i>	MA000058		Maximum 8 hours, Monday to Friday; 4 hours, Saturday.	15.6
			Part-time employees	Maximum 12 hours per day.	10.7(b)
			Junior employees (under 18 years of age)	Maximum 10 hours per shift.	13.3
			Full-time employees	Overtime payable on all time worked: in excess of ordinary hours; OR outside spread of hours; OR in excess of an employee's rostered hours.	22.2
			Part-time employees	Overtime payable on all time worked: in excess of 38 hours per week or an average of 38 hours per week over the roster cycle; OR in excess of an employee's rostered hours.	10.13(b)
			Casual employees	Overtime payable on all time worked: in excess of 12 hours per day or per shift; OR in excess of 38 hours per week or an average of 38 hours per week over the roster cycle.	11.4

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
42	<i>Meat Industry Award 2020</i>	MA000059	Cleaner employees	6:30am to midnight, Monday to Sunday.	14.2
			Meat retail establishment employees	4:00am to 9:00pm, Monday to Friday; 4:00am to 6:00pm, Saturday; 8:00am to 6:00pm, Sunday.	14.5
			All employees	Maximum 10 hours per day / shift.	14.1(e)
				Overtime payable for all hours outside the relevant span of hours listed for each group of employees.	14.1(f)
			Shift workers	Afternoon shift: Any shift commencing at or after 2:00pm and finishing at or before midnight Day shift in a three shift system: Any shift finishing at or after 2:00pm and at or before 4:00pm Fixed night shift: Any shift on which an employee is not allowed to rotate so as to give the employee at least one week in each 3 consecutive weeks on another shift or shifts Night shift: Any shift finishing subsequent to midnight and at or before 9:00am	23.2
43	<i>Aluminium Industry Award 2020</i>	MA000060	All employees (excl. shift workers)	6.00 am and 6.00 pm, Monday to Sunday. May be altered with agreement of employer and employee OR majority of impacted employees.	14.1
			All employees	Afternoon shift: Any rostered shift finishing after 6.00 pm and at or before midnight (excl. 12 hour shift). Night shift: Any shift finishing after midnight and at or before 8.00 am. Day shift: Any shift that is not an afternoon shift or a night shift.	2
				Maximum 12 hours per day. May be altered with agreement of employer and majority of employees.	14.2
				Overtime payable on time worked outside the ordinary hours of any shift or outside the span of hours.	14.1
44	<i>Gas Industry Award 2020</i>	MA000061	All employees (excl. shift workers)	7.00am to 6.00pm, Monday to Friday. May be altered with agreement of employer and majority of impacted employees.	
			All employees	Afternoon shift: Any shift finishing after 6.00pm and at or before midnight. Night shift: Any specified or rostered shift finishing after midnight and at or before 8.00am.	2
				Maximum 12 hours per day with agreement of majority of employees.	13.3, 13.4
				Overtime payable on any hours worked on any one day in excess of the number of ordinary hours.	19.1

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
45	Hydrocarbons Industry (Upstream) Award 2020	MA000062	All employees (excl. shift workers)	6.00am to 6.00pm, Monday to Sunday. May be altered with the agreement of employer and employee or majority of impacted employees.	13.2
			All employees	Afternoon shift: Any shift finishing after 7.00pm and at or before midnight. Day shift: Any shift finishing after noon and at or before 7.00pm. Night shift: means any shift finishing after midnight and at or before noon.	2
				Maximum 12 hours per day.	13.2, 13.4
				Overtime payable on any time worked in addition to ordinary hours.	23.1
46	Surveying Award 2020	MA000066	All employees	6.00am to 6.00pm, Monday to Friday. May be altered with the agreement of employer and employee OR majority of impacted employees. ⁵⁵	14.1, 14.3
				Overtime payable on any authorised time worked in excess of or outside the spread of ordinary hours.	21.1
47	Seafood Processing Award 2020	MA000068	All employees (excl shift workers)	6.00am to 6.00pm, Monday to Saturday. May be altered with the agreement of employer and employee or majority of impacted employees.	13.2
			All employees	Maximum 12 hours per day.	13.6
				Overtime payable on all time worked outside of ordinary hours on any day or shift.	19.1
48	Cemetery Industry Award 2020	MA000070	All employees	7:00am to 6:00pm, Monday to Friday. May be altered to accrue RDO with agreement of employer and employee OR majority of impacted employees.	12.1
				Overtime payable on all time worked outside ordinary hours that is worked at the direction of the employer.	18.1
49	Timber Industry Award 2020	MA000071	All employees (excl. shift workers and watchpersons)	6:30am to 6:00 pm Monday to Friday. May be altered with the agreement of employer and employee OR majority of impacted employees.	17.2
			All employees	Afternoon shift: Any shift finishing after 6.00pm and at or before midnight. Night shift: Any shift finishing after midnight and at or before 8.00am.	2
				Overtime payable on all time worked by employees outside spread of hours or in excess of ordinary hours.	26.1

⁵⁵ During periods when daylight saving is in operation, the spread of hours may be 5.00am to 5.00pm with the agreement of employer and employee or majority of impacted employees.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
50	Oil Refining and Manufacturing Award 2020	MA000072	All employees (excl. shift workers)	6.00am to 6.00pm, Monday to Friday. May be altered with the agreement of employer and employee or majority of impacted employees.	13.2
			All employees	Afternoon shift: Any shift finishing after 7.00pm and at or before midnight. Day shift: Any shift finishing after noon and at or before 7.00pm. Night shift: Any shift finishing after midnight and at or before noon.	2
			All employees (excl. shift workers)	Maximum 10 hours per day. Up to 12 hours with agreement of employer and majority of employees.	13.2
			Shift workers	Maximum 12 hours per day.	13.3
			All employees	Overtime payable on any time worked in addition to employee's ordinary hours.	22.1
51	Food, Beverage and Tobacco Manufacturing Award 2020	MA000073	All employees (excl. shift workers)	6.00 am to 6.00 pm, Monday to Sunday. May be altered with the agreement of employer and employee or majority of impacted employees.	12.2
			All employees	Maximum 8 hours per day. Up to 12 hours with agreement of employer and majority of employees.	12.2, 12.3, 12.4, 12.5
				Overtime payable on any work performed outside ordinary hours on any day or shift.	23.1
52	Poultry Processing Award 2020	MA000074	All employees (excl. shift workers)	5.00am to 5.00pm, Monday to Friday. May be altered with the agreement of employer and employee OR majority of impacted employees.	13.2
			Shift workers	All hours, Monday to Sunday.	13.3
			All employees	Afternoon shift: Any shift of ordinary hours finishing at or after 5.00 pm or, where the ordinary hours are extended by agreement, 6.00pm and at or before midnight. Early morning shift: Any shift of ordinary hours commencing at or after 2.00am and before 4.00am. Night shift: Any shift finishing after midnight and at or before 8.00am.	2
				Maximum 10 hours per day. Up to 12 hours with agreement of employer and majority of employees.	13.1, 13.2, 13.3
				Overtime payable on any work performed outside ordinary hours.	19.1

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
53	<i>Educational Services (Post-Secondary Education) Award 2020</i>	MA000075	General staff	7:00am to 7:00pm, Monday to Friday; 7:00am to 12:30pm, Saturday. ⁵⁶	14.1
			All employees	Afternoon shift: Any shift finishing after 7.00pm and at or before midnight. Night shift: Any shift finishing after midnight and at or before 7.00am. Permanent night shift: A night shift which does not rotate with another shift or shifts or day work and which continues for a period of not less than 4 consecutive weeks.	21.1
			General staff	Maximum 10 hours per day.	14.1
			Employees Level 7 or below	Overtime payable on any time worked in excess or outside of ordinary hours. ⁵⁷	20.1
54	<i>Educational Services (Schools) General Staff Award 2020</i>	MA000076	Classroom support services, curriculum/resources services, wellbeing services, school administration services, and school operational services—retail employees only	7.00am to 6.00pm, Monday to Friday. Start and finish times may be varied by up to one hour as long as total hours remain unchanged.	14.6, 14.7
			Construction, plumbing, carpentry, painting and other trades, cleaning, maintenance, school facilities management, and bus driving/non-trade vehicle maintenance	6.00am to 6.00pm, Monday to Friday. Start and finish times may be varied by up to one hour as long as total hours remain unchanged.	14.6, 14.7
			Preschool/childcare/out of school hours care services and nursing services	6.30am to 6.30pm, Monday to Friday. Start and finish times may be varied by up to one hour as long as total hours remain unchanged.	14.6, 14.7

⁵⁶ An employee may be required to work until 8.00 pm on up to a maximum of 8 weekdays within a 28 day period without the entitlement to overtime if the ordinary hours worked do not exceed the number of hours within the nominated cycle. The span of hours may be altered with the agreement of employer and majority of impacted employees.

⁵⁷ Where a member of the teaching staff is working annualised hours, clause 20 will not apply.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			Gardening, turf maintenance and farming employees	6.00am and 6.00pm, Monday to Friday; 6.00am to 12.00pm Saturday. Start and finish times may be varied by up to one hour as long as total hours remain unchanged.	14.6, 14.7
			Curriculum/resources services— outdoor education only and instructional services	6.00am and 6.00pm, Monday to Saturday. Start and finish times may be varied by up to one hour as long as total hours remain unchanged.	14.6, 14.7
			Boarding supervision services and school operational services— security/caretaking and cooking, catering, housekeeping and laundry services only	6.00am to 6.00pm, Monday to Sunday. Start and finish times may be varied by up to one hour as long as total hours remain unchanged.	14.6, 14.7
			All employees	Day shift: A shift which starts and finishes wholly within the spread of ordinary hours Afternoon shift: A shift that is not a day shift and finishes after ordinary hours and at or before midnight. Night shift: A shift that is not a day shift and finishes after midnight and at or before the commencement of the relevant spread of ordinary hours.	22.1
			Shift workers	Maximum 10 hours per day.	15.1
			All employees	Overtime payable on any time outside of or in excess of the ordinary or rostered hours.	21.1
55	Educational Services (Teachers) Award 2020	MA000077	Teachers employed in early childhood services operating for at least 48 weeks per year	6.00am to 6.30pm, Monday and Friday.	A.1.3
			Employees in early childhood services operating for at least 48 weeks per year	Maximum 8 hours per day. Up to 10 hours if agreed to by employer and employee.	A.1.3, A.1.4
			All employees employed in early childhood services operating for at least 48 weeks per year except for Part-time employees	Overtime payable for all authorised work performed outside or in excess of ordinary or rostered hours.	A.4.1(a)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			Part-time employees employed in early childhood services operating for at least 48 weeks per year	Overtime payable for time worked in excess of 8 hours per day.	A.4.1
			All shiftwork employees employed in early childhood services operating for at least 48 weeks per year	Early morning shift: Any shift commencing between 5:00am and 6:00am Afternoon shift: Any shift finishing after 6:30pm and at or before midnight Night shift (non rotating): Any shift finishing after midnight and at or before 8:00am or at or after midnight and before 5:00am	A.5.2
56	Sporting Organisations Award 2020	MA000082	All employees (excl. coaching staff)	6.00am to 6.00pm, Monday to Sunday.	13.1, 13.2
				Maximum 11 hours per day.	13.1, 13.2
			Full-time employees	Overtime payable on any work performed outside of ordinary hours, on any day or shift.	19.2, 10.6
			Part-time employees	Overtime payable on all hours worked in excess of mutually agreed hours.	
			Casual employees	Overtime payable on any work performed: in excess of 38 hours per week averaged over 4 weeks; OR in excess of 11 hours per day; OR outside the span of hours of 6.00am to 9.00pm.	
57	Storage Services and Wholesale Award 2020	MA000084	All employees (excl. shift workers)	7.00am to 5.30pm, Monday to Friday May be altered with the agreement of employer and employee or majority of impacted employees.	13.2
			Shift workers	12.00am to 12.00am, Monday to Friday. May include Saturday and Sunday, subject to agreement between employer and majority of employees.	20.3
				Early morning shift: a shift commencing between 2.00am and 7.00am. Afternoon shift: a shift finishing after 6.00pm and at or before midnight. ⁵⁸ Night shift: a shift finishing after midnight and at or before 8.30am.	20.1
			All employees	Maximum 8 hours per day. Up to 10 hours with agreement of employer and majority of employees.	13.1
				Overtime payable for all time worked by employee in excess of OR outside the ordinary hours of work.	21.1

⁵⁸ The spread of hours over which afternoon shift may be worked may be moved up to one hour forward or one hour back by agreement between an employer and employee or majority of impacted employees.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
58	<i>Dredging Industry Award 2020</i>	MA000085	All employees (excl. shift workers and marine cooks)	6.00am to 6.00pm, Monday to Sunday. May be altered by up to one hour with agreement of employer and majority of employees.	13.2
			Shift workers	Day shift: 6:00am and 6.00pm, 7 days per week. Night shift: 6:00pm and 6.00am, 6 days per week.	13.2
			Marine cooks	12.00am to 12.00am, Monday to Sunday.	13.2
			All employees	Maximum 12 hours per day.	13.2
				Overtime payable on any time worked outside of ordinary hours.	19.1
59	<i>Sugar Industry Award 2020</i>	MA000087	All day workers (excl. field sector employees)	6:00am to 6:00pm, Monday to Friday. May be altered one hour forward or one hour back by agreement between employer and majority of employees.	15.3(b)(ii), 15.3(c)
				Maximum 10 hours per day.	15.3(b)(iii)
			All employees (excl. bulk sugar terminals)	Overtime payable for work: performed in excess of the hours fixed for an ordinary working week; OR outside the fixed hours; OR performed on a rostered day off, Saturday or Sunday.	29
			Shift workers	Overtime payable for all hours worked outside OR in excess of an employee's ordinary hours roster	29.3
				Day shift: Between 8.00am and 4.00pm or otherwise by agreed roster; Afternoon shift: Any shift finishing after 6.00pm and at or before midnight; Night shift: Any shift finishing after midnight and at or before 8.00am or where the majority of hours worked in the shift fall between midnight and 8.00am;	30.2
60	<i>Electrical Power Industry Award 2020</i>	MA000088	All employees (excl. shift workers)	7.00am to 6.00pm, Monday to Friday.	13.1
			Shift workers	Afternoon shift: Any shift (other than a 12 hour shift) finishing after 6.00pm and at or before midnight. Day shift: Any shift other than an afternoon or night shift. Night shift: Any shift finishing after midnight and at or before 8.00am.	2
			All employees (excl. shift workers)	Maximum 10 hours per day.	13.1

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			Shift workers	Maximum 10 hours per day. Up to 12 hours with agreement of employer and majority of employees.	13.2
			All employees (excl. casual employees)	Overtime payable for all time worked by an employee in excess of ordinary hours of work. ⁵⁹	19.1, 19.2, 19.3, 10.4
61	Wine Industry Award 2020	MA000090	All employees (excl. shift workers)	6.00am to 6.00pm, Monday to Friday.	13.6
			Cellar door employees	6.00am to 6.00pm, Monday to Friday; 8.00am to 6.00pm, Saturday and Sunday.	13.6
			Vineyard employees during period of the vintage	5.00am to 6.00pm, Monday to Saturday.	13.6
			Shift workers	Afternoon shift: Any shift finishing after 6.00pm and at or before midnight. Night shift: Any shift finishing after midnight and at or before 8.00am.	23.4
			All employees	Maximum 10 hours per day. Up to 12 hours with agreement of employer and majority of employees.	13.5
				Overtime payable on all time worked outside ordinary hours.	22.1
62	Broadcasting, Recorded Entertainment and Cinemas Award 2020	MA000091	Cinema workers	All hours, Monday to Sunday.	58.1
			Artists	7:00am to 8:00pm, Monday to Friday.	65.1(a)
			Artists – Feature Films	6:30am to 11:00pm, Monday to Saturday.	65.1(b)
			Television broadcasting	Maximum 7.6 hours per shift. ⁶⁰	29.2, 29.3

⁵⁹ A casual employee working as a shift worker is entitled to overtime for time worked beyond the end of a shift at the request or direction of the employer, and time worked over a roster cycle in excess of 37.5 hours multiplied by the number of weeks in the roster cycle (where the excess time has not already attracted overtime). Casual day workers are entitled to overtime payment for time worked at the request or direction of the employer in excess of the usual ordinary time day in the employer's establishment.

⁶⁰ The employer may, after consultation with employees in the relevant division, section or unit, implement a roster period of 28 consecutive days. This would allow a maximum of 10 hours in any one day or shift.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			Radio broadcasting (announcers and broadcaster / journalists)	Maximum 8 hours per day. ⁶¹	35.2
			Radio broadcasting (technical staff)	Maximum 9 hours in any one day.	36
			Journalists	Maximum 11 hours per shift.	49.3
			Musicians	Maximum 8 hours in any one day (excl. meal breaks).	71.1
			Motion picture production	Maximum 10 hours per day over 5 days, Monday to Saturday. Up to 152 hours per 28 day cycle (with no maximum hours per day).	77.1
			Television Broadcasting	Overtime payable on all time in excess of ordinary hours	31.2
			Radio broadcasting (announcers and broadcasters / journalists)	Overtime payable for: all time worked in excess of rostered daily hours; OR all time worked in excess of 7 hours on a midnight to dawn shift; OR for employees required to work more than 10 days in a 2 week period; OR all time worked in excess of consecutive hours; OR for employees required to work on a rostered day off with less than 7 days notice; OR employees required to attend a staff or partial staff meeting on their rostered day off.	42
			Journalists	Daily overtime payable on: all time worked outside an employee's hours of duty (excl. time worked on a RDO); OR in the instance of an insufficient break; OR on distant engagements when hours of duty exceed 38 hours in 7 consecutive days or when work (excl. travel) exceeds 11 hours (excl. meal breaks) on any day.	55, 53.3
			Musicians	Overtime payable for all employees for all time worked in excess of: the initial 3 hour call; OR the ordinary hours of engagement on any one day.	75
			Motion picture production	All time worked on a Sunday will be overtime. Overtime may be both scheduled and unscheduled.	77.2, 80
			Cinema employees (excl. casual employees)	All hours worked in excess of ordinary hours will be overtime.	61.1

⁶¹ The ordinary hours of work of a full-time announcer, broadcaster or journalist employee are an average of 38 hours per week. As per clause 35.2, by agreement between the employer and the employee, ordinary hours are to be worked in one of the following ways: 5 days of 7 hours and 36 minutes per day; 4 days of 8 hours and one day of 6 hours; 4 days of 7 hours and 30 minutes and one day of 8 hours; or any combination of the above.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			Casual cinema employees	Overtime payable for all time worked in excess of: 8 consecutive hours on any day; OR 10 consecutive hours, by agreement between employer and employee.	61.2
			Artists	Maximum 8 hours per day	65.1(b)
			Artists	Overtime payable for all time worked in excess of: 8 hours per day, Monday to Saturday; OR more than 38 hours per week.	68.4
63	Car Parking Award 2020	MA000095	All employees (excl. shift workers)	7.00am to 7.00pm, Monday to Sunday.	14.2
			Shift workers	Afternoon shift: the period of work performed by an employee between 7.00pm and midnight. Night shift: the period of work performed by an employee between midnight and 7.00am.	22.1
			All employees (excl. shift workers)	Maximum 7.6 hours per day. Up to 10 hours with agreement of employer and employee.	14.2
			Shift workers	Maximum 7.6 hours per day. Up to 10 hours with agreement of employer and employee or majority of employees.	14.3
			All employees	Overtime payable on all time worked in excess of or outside the ordinary hours.	21.2, 21.3
64	Dry Cleaning and Laundry Industry Award 2020	MA000096	Dry cleaning employees (excl. shiftworkers)	7:00am to 7:00pm, Monday to Friday; 7:00am to 9:00pm, prescribed late shopping night(s); 7:00am to 5:00pm, Saturday.	13.2
			All employees	Overtime payable on all work outside of OR in excess of ordinary hours	23.1
			All shiftworkers	Morning shift: Commencing before 7:00am and finishing after midday Afternoon shift: Finishing after 6:00pm and at or before midnight Night shift: Finishing after midnight and at or before 8:00am	25.1
65	Pest Control Industry Award 2020	MA000097	All employees (excl. shift workers)	6.00am to 6.00pm, Monday to Sunday.	13.2
			Shift workers	Afternoon shift: Any shift finishing after 6.00pm and at or before midnight where the majority of time worked is between the hours of 6.00pm and midnight.	22.1

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
				Night shift: Any shift finishing after midnight and at or before 8.00am or where the majority of time worked is between the hours of midnight and 8.00am.	
			All employees	Maximum 7.6 hours per shift. Up to 12 hours with agreement of employer and majority of employees.	13.2, 13.3, 14.5
				Overtime payable on all time worked in excess of OR outside the ordinary hours.	20.1, 20.2
66	Gardening and Landscaping Services Award 2020	MA000101	All employees	6.00am to 6.00pm, Monday to Friday; 6.00am and 12.00 noon, Saturday.	13.2
				Maximum 10 hours per day.	13.3
				Overtime payable on all time worked in excess of OR outside ordinary and maximum hours.	19.1, 19.2
67	Supported Employment Services Award 2020	MA000103	All employees	6.00am to 6.00pm, Monday to Sunday.	13.3
				Afternoon shift: shift which finishes after 6.00pm and at or before 12.00 midnight, Monday to Friday. Night shift: rotating roster shift which finishes after 12.00 midnight and at or before 8.00am, Monday to Friday.	21.1, 21.2
				Maximum 8 hours per day. Up to 10 hours with agreement of employer and employee.	13.1
				Overtime payable on all time worked in excess of OR outside the ordinary hours.	13.4, 20.1
68	Funeral Industry Award 2020	MA000105	All employees (excl. shift workers)	7:00am to 7:00pm, Monday to Friday. May be altered up to one hour at either end of the span with agreement of employer and majority of employees.	13.2
			All employees	Maximum 10 hours per day When ordinary hours of work in a day exceed 8 hours, the arrangement of hours will be subject to the agreement of the employer and majority of employees.	13.2(d), 20.2
			All employees (excl. shift workers)	Overtime payable for all work performed outside hours fixed as start and finish times	19.1
			Shift workers	Overtime payable for all time worked in excess of OR outside ordinary working hours.	20.6, 20.7
				Afternoon shift: Any shift finishing after 7:00pm and at or before midnight, Monday to Friday.	20.1(a)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
69	Salt Industry Award 2020	MA000107	All employees (excl. shift workers)	6:00am to 6:00pm, Monday to Friday.	13.2(a)
			All employees	Maximum 10 hours per day.	13.2(b), 13.3(b)
			All employees (excl. continuous shift workers)	Overtime payable for all work done in addition to ordinary hours.	21.1
			Continuous shift workers	Overtime payable for each hour worked when performed by a continuous shift worker.	21.2
			Shift workers	Afternoon shift: Any shift finishing after 6:00pm and at or before midnight. Night shift: Any shift finishing after midnight and at or before 8:00am.	2
70	Professional Diving Industry (Industrial) Award 2020	MA000108	Inshore divers	6:00am to 6:00pm, Monday to Friday. May be altered by up to one hour with the agreement of employer and employees.	25.1
			Inshore divers	Overtime payable for any time worked: in excess of 7 hours, 36 minutes per day; OR outside the span of hours.	30.1
71	Corrections and Detention (Private Sector) Award 2020	MA000110	Day workers	6:00am to 6:00pm, Monday to Sunday.	13.2(a)
				Maximum 10 hours per day.	13.1(b)
			Shift workers	Maximum 12 hours per shift.	13.4
			Full employees	Overtime payable on all work performed outside the spread of hours OR rostered hours.	19.2(a)
			Part-time employees	Overtime payable on all work in excess of agreed or varied hours.	10.6
			Casual employees	Overtime payable on all work performed: in excess of 10 hours per day if the employee is not a shift worker; OR in excess of 12 hours per day if the employee is a shiftworker; OR 38 hours per week averaged over 28 days.	19.2(c)
			Shift workers	A shift worker is an employee who works a roster cycle where ordinary hours are rostered outside span of hours.	13.3(a)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
72	Fire Fighting Industry Award 2020	MA000111	Full-time Fire Service Communications Controllers (public sector)	Day shift: 7:00am to 7:00pm Night shift: 7:00pm to 7:00am	11.3(c)
			Day workers (public sector)	7:00am to 6:00pm.	11.4
			Employees working a special duties roster (public sector)	7:45am to 6:15pm, comprising 4 shifts worked either: Monday to Thursday; OR Tuesday to Friday; OR any other configuration, as agreed between employer and majority of impacted employees.	11.6(c)
			Day workers (private sector) ⁶²	7:00am to 6:00pm, Monday to Sunday.	12.3(a)
			Full-time Fire Service Communications Controllers (public sector):	Maximum 12 hours per day / shift.	11.3(c)
			Day workers (public and private sectors)	Maximum 10 hours per day. Up to 12 hours per day with agreement of employer and majority of impacted employees.	11.4, 12.3(b)
			Employees working an emergency roster (public and private sectors)	Maximum 12 hours per day.	11.7(b)(i), 12.5(b)
			Shift workers (private sector)	Maximum 10 hours per shift. Up to 12 hours per shift with agreement of employer and majority of impacted employees.	12.4(b)
			Shift workers on a 10/14 roster (private sector)	Maximum 14 hours per day.	12.4(c)
			Day workers (public and private sectors)	Overtime payable for all time worked in excess of daily OR weekly ordinary hours.	22.1(a), 22.2(a)
			Shift workers (public sector)	Overtime payable on all time in excess of daily OR weekly ordinary hours of work.	22.1(b)(i)

⁶² Shift workers on a 10/14 roster (private sector) may work their shifts in accordance with the maximum shift times as per clause 12.4(b) or they may be required to work in accordance with the 10/14 rosters, as per clause 11.5(a).

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			Shift workers not working a 10/14 roster (private sector)	Overtime payable on any time required to be worked in excess of: a rostered shift; OR 38 hours per week.	22.2(b)(ii)
			Part-time employees (private sector)	Overtime payable on all time worked in excess of agreed hours OR varied hours.	22.2(c)
			All employees (public and private sectors)	Overtime calculated to the nearest quarter of an hour.	22.4
73	Local Government Industry Award 2020	MA000112	All employees (except as otherwise provided)	6:00am to 6:00pm, Monday to Friday.	13.1(d)
			Library employees	8:00am to 9:00pm, Monday to Sunday.	13.1(f)
			Customer service centre employees	6:00am to 6:00pm, Monday to Sunday.	13.1(g)
			Childcare centre employees	6:00am to 7:00pm, Monday to Friday.	13.1(h)
			All employees	Maximum 10 hours on any day / shift (excl. unpaid meal breaks). Up to 12 hours on any day / shift.	13.1(k)
				Overtime payable for all work performed at direction of the employer: in excess of employee's ordinary weekly hours; OR on days other than ordinary working days; OR in excess of maximum ordinary hours on any day.	21.1
74	Water Industry Award 2020	MA000113	Day workers	6:00am to 6:00pm, Monday to Friday. May be altered by up to 2 hours at either end of the span with the agreement of employer and majority of impacted employees but may not exceed maximum daily hours.	13.2
				Maximum 10 hours in any one day. Up to 12 per day with agreement of employer and employee. ⁶³	13.2(d)–(e)

⁶³ Subject to clauses 13.2(a), 13.2(b) and 13.2(d), the times when ordinary hours are worked by day workers are at the discretion of the employer and may include a 10-day fortnight of 7.6 hours per day or a 9-day fortnight of 8 hours and 20 minutes per day with a rostered day off.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			Shift workers	Maximum 10 hours per shift; employee may not be rostered to work more than 8 shifts in any 9 day period. Maximum 12 hour shifts as part of 2 shift, 24 hour continuous roster. Employee may not be rostered for more than five 12 hour shifts in any 9 day period.	21.3(b), 21.4
			Day workers	Overtime payable, unless otherwise provided, for all work performed at the direction of the employer: outside the daily span of hours; OR in excess of the maximum ordinary hours on any one day.	20.1(a)
			Shift workers	Unless otherwise provided, overtime payable for all work performed at the direction of the employer in excess of: the hours for any day or shift in a prepared roster; OR an employee's ordinary hours calculated by reference to the period over which the employee's ordinary hours are averaged.	20.1 (b)– (c)
				Afternoon shift: Any shift (other than a 12 hour shift) finishing after 6.00pm and at or before midnight Day shift: Any shift which is not afternoon or night shift Night shift: Any shift finishing after midnight and at or before 8.00am	2
75	Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020	MA000115	All employees (excl. shift workers)	7:00am to 7:00pm, Monday to Friday, unless otherwise stated.	13.3(a)
			Shift workers	Ordinary hours to be worked Monday to Sunday, inclusive.	13.3(b)
			All employees	Maximum 10 hours per day.	13.2
			All employees (excl. broken shifts)	Overtime payable for all time worked: in excess of the number of hours fixed as a day's, a week's or a fortnight's work; OR outside the span of hours.	20.1(a), 20.2(a)
			Employees working broken shifts	When an employee is rostered to work a broken shift, overtime payable for all work in excess of 9 hours from the time of commencing work	20.1(b), 20.2(b)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
76	<i>Legal Services Award 2020</i>	MA000116	Day workers	7:00am to 6:30pm, Monday to Friday. May be altered by one hour at either end with the agreement of employer and majority of impacted employees.	13.1(c)
				Overtime payable for any authorised work to be performed outside the span of hours. ⁶⁴	13.1(c)
			All employees	Overtime payable for any time worked: outside ordinary hours on any day or shift; OR in excess of an average of 38 hours per week.	20.1
			All shift workers	Afternoon shift: Any shift finishing after 6.00pm and at or before midnight Night shift: Any shift finishing after midnight and at or before 8.00am Early morning shift: Applies to an employee whose ordinary hours on a regular shift commence between 5.00am and 6.00am, except where part of a shift system and precedes an afternoon shift finishing at 11.00pm	21.1(a)
77	<i>Mannequins and Models Award 2020</i>	MA000117	All employees	7:00am to 9:00pm, Monday to Wednesday; 7:00am to 6:00pm, Thursday to Saturday.	12.4
				Maximum 9 hours in any one day. Up to 10.5 hours on one day in any week.	12.3
			Full-time / Part-time employees	Overtime payable for all time worked in excess of 38 hours per week OR outside the spread of ordinary hours.	21.1
78	<i>Children's Services Award 2010</i>	MA000120	All employees	6:00am to 6:30pm, Monday to Friday. Up to 12 hours per day, where broken shifts worked.	21.2, 21.3
				Maximum 8 hours per day. Up to 10 hours in any one day with agreement with employer and an employee.	21.2
			Full-time employees	Overtime payable for any work performed outside ordinary hours of work.	23.1(a)
			Part-time employees	Overtime payable for any work in excess of 8 hours per day. ⁶⁵	10.4(f)
			Casual employees	Overtime payable for any work in excess of 8 hours on any one day / shift OR 38 hours in any one week.	10.5(e)

⁶⁴ Any work performed by an employee prior to the spread of hours which is continuous with ordinary hours is to be regarded as part of the 38 ordinary hours of work.

⁶⁵ Overtime not payable when a Part-time employee agrees to work in excess of their normal hours, provided that the additional time worked is during the ordinary hours of operation of an early childhood service.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
79	State Government Agencies Award 2020	MA000121	All employees (excl. shift workers)	7:00am to 6:30pm, Monday to Friday.	13.1(b)
			All employees (excl. Administrative Officer Grade 6 – Level C)	Overtime (or shiftwork rate) payable for all work required to be worked outside ordinary hours.	20.1, 20.2
			Shift workers	Afternoon shift: An unbroken period of work finishing after 6:30pm and at or before midnight Night shift: An unbroken period of work finishing after midnight and at or before 8:00am	21.1
80	Telstra Award 2015	MA000123	Day workers	7:00am to 7:00pm, Monday to Friday. 6:00am to 11:00pm, Monday to Sunday (where a day worker enters a preferred hours arrangement).	19.6
				Maximum 7 hours, 21 minutes OR 8 hours, 10 minutes per day, except as provided elsewhere .	19.2
			Shift workers	Maximum 10 hours per day, except as provided elsewhere. Up to 12 hours to suit operational requirements.	19.3, 19.13
			Full-time / Part-time employees	Overtime payable for work performed: in excess of the maximum ordinary time hours; OR outside the span of ordinary hours (or an individual's ordinary hours under agreed preferred hours arrangement); OR in excess of 36.75 hours per week or an average of 36.75 hours per week.	20.4, 20.5
			Shift workers	Afternoon shift: Any shift finishing after 7:00pm and at or before midnight Night shift: Any shift finishing subsequent to midnight and at or before 9:00am	19.7
81	Australian Public Service Enterprise Award 2015	MA000124	Day workers	8:00am to 6:00pm, Monday to Friday. May be altered within the limits of 6:00am to 6:00pm, Monday to Friday, subject to a 10 hour span for individual employees and 12 hour span for individual workplaces, by agreement between the agency head and majority of employees concerned.	8.2
				Maximum 10 ordinary hours per day. Up to 12 hours, by agreement between the agency head and majority of employees concerned.	8.2(d)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			Full-time employees (excl. shift workers)	Overtime payable where an eligible employee is directed to perform work: outside the span of ordinary hours, Monday to Friday; OR during the span of hours but beyond the length of time they are ordinarily required to work on the day concerned, Monday to Friday; OR on a Saturday, Sunday or public holiday.	15.3(a)
			Part-time employees	Overtime payable where an eligible employee is directed to perform work: which is not continuous with their ordinary hours of work; OR on any day which is continuous with their ordinary hours of work and, in whole or in part, falls outside the period of 6:00pm to 8:00am (and where the employee also completes the ordinary hours of duty on that day); OR which is continuous with their ordinary hours of work and falls wholly in the period of 6:00pm to 8:00am and exceeds, in any one week, that employee's prescribed weekly ordinary hours of work.	15.3(b)
			Irregular or intermittent employees	Overtime payable where an eligible employee is directed to perform work: outside the span of ordinary hours, Monday to Friday; OR on a Saturday, Sunday or public holiday; OR in excess of 36.75 hours in a week.	15.3(c)
			Full-time shift workers	Overtime payable where an eligible employee: performs work on any day which is outside their normal rostered ordinary hours of duty for that day; OR works in excess of the weekly hours of ordinary duty or an average of the weekly hours of ordinary duty over a cycle of shifts.	15.5(a)
			Part-time shift workers	Overtime payable where an eligible employee: performs work on any day beyond the normal rostered hours of duty that day; OR performs work in excess of their prescribed weekly ordinary hours or work.	15.5(b)
			Irregular or intermittent shift workers	Overtime payable where an eligible employee: performs work on any day beyond their normal rostered hours of duty on that day; OR performs work in excess of 38 hours in a week or an average of 38 hours per week over a cycle of shifts.	15.5(c)
			Shift workers	Employees rostered to perform ordinary hours of work outside the period 6:30am to 6:00pm, Monday to Friday, and/or Saturdays, Sundays or public holidays for an ongoing or fixed period.	Schedule E
82	Printing Industry – Herald & Weekly Times – Production Award 2015	MA000126	All employees (excl. casual employees and apprentices)	Day work: 6:00am to 6:00pm Night work: 6:00pm to 6:00am or work performed on a shift which commences earlier than 6:00am.	22.3
				Maximum 8 hours per shift.	22.2(c)
			Casual employees	Day work: 6:00am to 6:00pm Night work: 6:00pm to 'finish'.	10.1(a)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			All employees	Overtime payable for all time worked in excess of: daily shift hours as rostered; OR the hours as rostered; OR a weekly maximum number of hours per day (37 hours per week) or night (36 hours per week).	24.1
83	Northern Territory News Award 2015	MA000129	Night workers	6:00pm to 6:00am, Sunday to Saturday.	22.2(a)
				Maximum 8 hours per night.	22.2(a)
			All employees	Overtime payable on all duty performed in excess or outside ordinary hours OR in excess of the hours of a shift.	24.2(b)
84	Victorian Local Government Award 2015	MA000132	All employees (excl. employees listed in clause 19.3(a)(i)–(iii))	6:00am to 6:00pm	19.3(a)
			Childcare services employees	6:00am to 7:00pm, Monday to Friday.	19.2(a), 19.3(a)(i)
			Library employees	8:00am to 9:00pm, Monday to Sunday.	19.2(b)(ix), 19.3(a)(ii)
			All employees	Maximum 10 hours per any day / shift (excl. meal breaks) Up to 12 hours any day / shift, by agreement between the employer and employee.	19.5
				Unless otherwise provided, overtime payable for all work performed at the direction of the employer: in excess of the employee's ordinary weekly hours; OR on days other than ordinary working days; OR in excess of the maximum ordinary hours on any day.	22.1
85	Optus Award 2015	MA000133	All employees (excl. shift workers)	7:00am to 7:00pm. Start and finish times may be altered by agreement of employer and relevant employees. Core hours will not be varied from a 12 hour span.	12.1
			Full-time employees (excl. retail employees or shift workers)	Monday to Friday.	12.2(a)
			Retail employees	Monday to Saturday.	12.2(b)
			All employees	Maximum 10 hours per day, except as provided elsewhere.	12.2(d)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			All employees (excl. shift workers)	Overtime payable on all hours worked at the direction of the employer in excess of 38 hours per week or 76 hours per fortnight, according to the ordinary hours arrangements the employee is working.	15.1(c), 15.8
			Shift workers	Overtime payable on all time worked outside OR in excess of normal work hours.	15.6(a)
				Afternoon shift: Any shift of ordinary hours finishing after 7:00pm and at or before midnight Night shift: Any shift of ordinary hours finishing after midnight and at or before 7:00am Morning shift: Any shift of ordinary hours starting after midnight and finishing after 7:00am	15.3
86	Victorian State Government Agencies Award 2015	MA000134	All employees (excl. shift workers)	7:00am to 7:00pm, Monday to Friday.	10.1
			All employees (excl. employees listed in clauses 19.2 and 19.3)	Overtime payable on all time required to be worked outside of ordinary hours.	19
			Shift workers	Afternoon shift: (Monday to Friday): A shift finishing after 6:30pm and at or before midnight Night shift: (Monday to Friday): A shift finishing after midnight and at or before 8:00am. ⁶⁶	18.1
87	Victorian Public Service Award 2016	MA000135	All employees (excl. shift workers)	7:00am to 7:00pm, Monday to Friday (excluding public holidays),	16.3
			All employees	Overtime payable for all additional hours worked at the direction of the employer: in addition to an employee's ordinary hours of duty; OR outside the span of hours (excl. shift workers); OR for the time worked in excess of daily hours derived from a 38 hour week (excl. employees working less than 38 hours per week).	17.1, 17.6
			Full-time non continuous shift workers	Afternoon shift: A shift commencing on or after 10:00am and before 8:00pm Night shift: A shift commencing on or after 6:00pm and before 8:00am	19.1
			Part-time non continuous shift workers	Afternoon or night shift: A shift commencing on or after 6:00pm and before 8:00am	19.1

⁶⁶ Shifts may be performed on Saturdays, Sundays or public holidays and are paid at a different rate.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
88	Australia Post Enterprise Award 2015	MA000137	All technical employees (excl. shift workers)	7:00am to 6:00pm, Monday to Friday.	30.6
			Technical shift workers	Maximum 9 hours per day, Monday to Friday; maximum 10 hours per day, Saturday.	32.1(b)
			All employees (excl. where otherwise provided for)	Maximum 7 hours, 21 minutes per day, except where performed by Operational and Technical Group employees.	30.2
			Full-time employees (excl. Administrative Officers Level 6 or Postal Managers Grade 3).	Overtime payable on all time worked in excess of the ordinary hours of work OR outside the spread of hours	31.2 (a and b)
			Part-time employees (excl. Administrative Officers Level 6 or Postal Managers Grade 3).	Overtime payable for all time worked in excess of 7 hours, 21 minutes per day OR more than 5 days per week.	31.2(c)
			Casual employees (excl. Administrative Officers Level 6 or Postal Managers Grade 3).	Overtime payable for all time worked in excess of 7 hours, 21 minutes on any day.	31.2(d)
			Shift workers	Overtime payable for all hours in excess of ordinary hours of work.	32.13
89	GrainCorp Country Operations Award 2015	MA000138	All employees	6:00am to 6:00pm, Monday to Friday.	17.2(a)
				Maximum 8 hours per day. Up to 10 per day, with agreement of employer and majority of impacted employees.	17.1(b)
				Overtime payable for all time worked in excess of OR outside ordinary hours rostered for that day.	19.1(a)
			Shift workers	Afternoon shift: A shift finishing after 6:00pm and at or before midnight Night shift: A shift finishing after midnight and at or before 6:00am.	20.1

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
90	<i>Aboriginal Legal Rights Movement Award 2016</i>	MA000139	All employees	7:00am to 5:30pm, Monday to Friday.	19.3
				Maximum 7.6 hours per day.	19.2
			Field Officers	Call out period 5:00pm to 9:00am, Monday to Friday; 5:00pm on Friday to 9:00am the following Monday. ⁶⁷	19.4
			All employees	Overtime payable for all time worked in excess of 38 hours per week OR outside the span of hours.	20.1
91	<i>Reserve Bank of Australia Award 2016</i>	MA000140	Full-time employees	7:00am to 7:00pm, Monday to Friday.	17.1
			Part-time employees	7:00am to 7:00pm. Hours are to be worked over 2 to 5 days of the week.	17.2(b)
			Full-time / Part-time employees	Maximum 7 hours, 24 minutes per day. ⁶⁸	17.1, 17.2(b)
				Overtime payable for work: performed outside of ordinary hours, Monday to Friday; OR in excess of 7 hours, 24 minutes per day (or 7 hours, 48 minutes if participating in rostered day off scheme); OR performed prior to the employee's usual starting time where one week's notice of variation of hours has not been given until the notice period expires; OR performed on weekends and public holidays; OR for all authorised hours worked.	20.2 (a)
			Shift workers	Early shift: A shift which commences at or after 6:00am and before 7:00am Day shift: A shift which commences at or after 7:00am and finishes at or before 7:00pm Afternoon shift: A shift which finishes after 7:00pm and at or before midnight Night shift: A shift which commences after 4:00pm and before 6:00am	18.5

⁶⁷ A Field Officer based in metropolitan Adelaide may be required to work up to 7 consecutive days of call out duty in each period of 28 days. A Field Officer in a regional office may be required to work periods of call out duty as the Director determines, in addition to ordinary working hours.

⁶⁸ Full-time employees (other than continuous shift workers) may elect to participate in a rostered day off scheme, whereby they will work an extra 24 minutes per day.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
92	<i>Australian Bureau of Statistics (Interviewers) Enterprise Award 2016</i>	MA000143	Interviewers	9:00am to 8:00pm, Monday to Friday; 9:00am to 12:00 noon, Saturday.	6.2(b)
93	<i>Parliamentary Departments Staff Enterprise Award 2016</i>	MA000145	Gardening and maintenance employees	6:30am to 6:00pm, Monday to Friday. Up to 12 hours with the agreement of Secretary and majority of impacted employees.	8.3 (c)–(d)
			Day workers (except for editors)	Maximum 10 hours per day.	8.2(f), 8.3(e)
			Shift workers	12 hour shifts may be introduced with written agreement of majority of impacted employees.	8.4(f)
			Full-time employees in a classification where the rate is below the salary barrier (excl. shift workers)	Overtime payable on all work directed to be performed: outside the span of hours, Monday to Friday; OR during the span of hours but beyond the length of time the employee is ordinarily required to work, Monday to Friday; OR on a Saturday, Sunday or a holiday.	14.3(a)
			Part-time employees in a classification where the rate is below the salary barrier (excl. shift workers)	Overtime payable on all work directed to be performed: that is not continuous with an employee's ordinary hours of work; OR on any day that is continuous with an employee's ordinary hours and, in whole or in part, falls outside the period of 6:00pm to 8:00am (where the employee also completes the ordinary hours of duty on that day); OR on any day that is continuous with an employee's ordinary hours and falls wholly within the period of 6:00pm to 8:00am and exceeds, in any one week, that employee's prescribed weekly ordinary hours.	14.3(b)
			Irregular or intermittent employees in a classification where the rate for the classification is below the salary barrier (excl. shift workers)	Overtime payable on all work directed to be performed: outside the span of hours, Monday to Friday; OR on a Saturday, Sunday or a holiday; OR in excess of full-time weekly ordinary hours for the employee's classification.	14.3(c)
			Full-time shift workers in a classification where the rate for	Overtime payable on all work directed to be performed: on any day that is outside the normal rostered hours of duty on that day; OR in excess of the weekly hours of ordinary duty, or an average of the weekly hours of ordinary duty, over a cycle of shifts.	14.1, 14.5(a)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			the classification is below the salary barrier		
			Part-time shift workers in a classification where the rate for the classification is below the salary barrier	Overtime payable on all work directed to be performed: on any day beyond the normal rostered hours of duty of that day; OR in excess of an employee's weekly ordinary hours.	14.1, 14.5(b)
			Irregular or intermittent shift workers in a classification where the rate for the classification is below the salary barrier	Overtime payable on all work directed to be performed: on any one day beyond the rostered hours of duty on that day; OR in excess of 38 hours in a week or an average of 38 hours per week over a cycle of shifts.	14.1, 14.5(c)
			Shift workers	Night shift: Where any part of a shift falls between 6:00pm and 6:30am Night shift (gardening employees in a sitting / sessational week): Where any part of the shift falls between 6:00pm and 6:30am Continuous night shift: Where the shift falls wholly between the period of 6:00pm to 8:00am and is worked for a period exceeding four weeks	13.2
94	Australian Capital Territory Public Sector Enterprise Award 2016	MA000146	Classifications listed in Table 2 of Schedule A	7:00am to 7:00pm, Monday to Friday.	8.2(c)(ii)
			Classifications listed in Table 3 of Schedule A	6:00am to 6:00pm, on any day of the week OR Monday to Friday. ⁶⁹	8.2(c)(iii)
			All employees	Maximum 10 hours in any one day.	8.2(f)
			Shift workers	Up to 12 hours per shift with agreement of directorates, agencies and majority of impacted employees.	8.3(d)(i)

⁶⁹ As outlined in clauses 8.2(d)(iii)–(iv), the span of hours for employees in the classifications listed in Table 3 of Schedule A may be altered by up to one hour at either end of the span, or to include Saturdays and Sundays as days on which ordinary hours may be worked, with the agreement of employer and the majority of employees or with the agreement of the employer and an individual employee. Where an agreement is reached in relation to Saturdays and Sundays, this is subject to clause 5 and special pay rates for work completed on a Saturday or Sunday.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			Full-time employees performing duties listed in Tables 1 and 2 of Schedule A (excl shift workers)	Overtime payable on all work directed to be performed: outside the span of ordinary hours, Monday to Friday; OR during the span of ordinary hours but beyond the length of time the employee is ordinarily required to work on the day, Monday to Friday; OR on a Saturday, Sunday or a holiday; OR in excess of the employee's full-time or part-time fortnightly hours of duty.	16.3(a)(i)
			Full-time employees performing duties listed in Tables 1 and 2 of Schedule A (excl shift workers)	Overtime payable on all directed to be performed outside the span of hours (excl. any work performed by an employee prior to the span of hours that is continuous with ordinary hours for the purpose of getting a workplace, work site or equipment in a state of readiness for work; this is considered part of ordinary hours).	16.3(a)(ii)
			Part-time employees in a classification where the rate for the classification is below the salary barrier	Overtime payable on all directed to be performed: that is not continuous with an employee's ordinary hours of work; OR on any day which is continuous with an employee's ordinary hours of work and, in whole or in part, falls outside the period of 8:00am to 6:00pm, where the employee also completes the ordinary hours of duty on that day; OR that is continuous with an employee's ordinary hours of work, falls wholly within the period of 8:00am to 6:00pm and exceeds, in any one week, that employee's weekly ordinary hours of work.	16.3(b)
			Casual employees in a classification where the rate for the classification is below the salary barrier	Overtime payable on all work directed to be performed: outside the span of ordinary hours, Monday to Friday; OR on a Saturday, Sunday or a holiday; OR in excess of ordinary full-time hours on any day / shift.	16.3(c)
			Full-time shift workers in a classification where the rate for the classification is below the salary barrier	Overtime payable on all work directed to be performed: on any day which is outside the normal rostered hours of duty on that day; OR in excess of the weekly hours of ordinary duty or an average of the weekly hours of ordinary duty over a cycle of shifts.	16.5(a)
			Part-time shift workers in a classification where the rate for the classification is below the salary barrier	Overtime payable on all work directed to be performed: on any day beyond the normal rostered hours of duty on that day; OR in excess of the employee's prescribed weekly hours of duty.	16.5(b)
			Casual shift workers in a classification where the rate for the classification is below the salary barrier	Overtime payable on all work directed to be performed: on any day beyond the normal rostered hours of duty on that day; OR in excess of 38 hours in a week or an average of 38 hours per week over a cycle of shifts.	16.5(c)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			Shift workers	An employee rostered to perform daily hours where some or all of a shift in the roster falls: outside 7:00am to 7:00pm, Monday to Friday; OR on Saturdays or Sundays on a regular and ongoing basis; OR on public holidays.	8.3(a)
95	Australian Broadcasting Corporation Enterprise Award 2016	MA000147	Non rostered Technical Service Officer	7:00am to 6:00pm, Monday to Friday; 7:00am to 1:00pm, Saturday.	21.1(a)(ii)
			Non rostered employees working 5 days per week	Maximum 7 hours, 21 minutes per day. Maximum 7 hours, 36 minutes per day (non rostered technical services officers).	22.2(b)
			Non rostered employees working 6 days per week	Maximum 6 hours, 45 minutes, Monday to Friday. Maximum 3 hours, Saturday.	22.2(b)
			Non rostered employees working 5 days per week	Overtime payable on duty performed: outside the span of hours, Monday to Friday; OR between 8:00am and the normal commencing time on any day, Monday to Friday, for Division 2 – General employees where employee performs duty prior to 8:00am and continues on to complete a normal day's duty; OR between 8:00am and 6:00pm on any day, Monday to Friday, for Division 2 – General employees where employee performs duty after 6:00pm on that day continuing on from normal duty; OR other than as specified or in excess of 38 hours per week within the span of hours, Monday to Friday; OR on a Saturday or Sunday	24.1(a)
			Non rostered employees working 6 days per week	Overtime payable on duty performed: outside the span of hours, Monday to Friday; OR between 8:00am and the normal commencing time on any day, Monday to Friday, for Division 2 – General employees where employee performs duty prior to 8:00am and continues on to complete a normal day's duty; OR between 8:00am and 6:00pm on any day, Monday to Friday, for Division 2 – General employees where employee performs duty after 6:00pm on that day continuing on from normal duty; OR between 8:00am and 1:00pm on Saturday for Division 2 – General employees where the employee performs duty on that day continuing from their normal day's duty; OR other than as specified or in excess of 38 hours per week within the span of hours, Monday to Friday; OR on a Sunday.	24.2(c)
96	CSIRO Enterprise Award 2016	MA000148	All employees	6:00am to 6:00pm, Monday to Friday. ⁷⁰	8.2
				Maximum 10 hours per day	8.2

⁷⁰ Clause 8.4 provides that the span of hours may be modified to include Saturday during the hours of 6:00am to 1:00pm by the employer. In this case, employees will be allowed equivalent time off duty in the following week, if practical.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			All employees (excl. shift workers and casual employees)	Overtime payable on all time an employee is directed to work: in excess of 36.75 hours per week; OR outside the span of hours, Monday to Friday; OR during the span of hours but beyond the length of time the employee is ordinarily required to work, Monday to Friday; OR on a Saturday other than rostered duty on Saturday morning; OR on a Saturday or Sunday that does not form part of the employee's ordinary hours; OR on a public holiday.	15.3
			Shift workers (excl. casual employees)	Overtime payable on all time an employee is directed to work in excess of: 36.75 hours per week; OR the employee's daily rostered hours.	15.4
			Casual employees	Overtime payable on all time an employee is directed to work in excess of: 36.75 hours per week; OR 7 hours, 21 minutes on one day.	15.6
			Shift workers (excl. casual employees)	Night: Duty, including duty on an alternating or rotating shift, any part of which regularly falls between the hours of 6:00pm and 8:00am, Monday to Friday. Permanent night: Duty on a shift falling wholly within the hours of 6:00pm and 8:00am, Monday to Friday, over a continuous period exceeding four weeks	14.1(a)
97	Christmas Island Administration Enterprise Award 2016	MA000149	Full-time employees (excl. shift workers)	7:00am to 6:00pm, Monday to Friday.	8.1(a)
			Full-time employees	Maximum 10 hours for individual employees. Maximum 12 hours for individual sections. May be altered by agreement of employer and majority of impacted employees in section(s).	8.2
			Full-time administrative service officer employees (excl. shift workers)	Maximum 7 hours, 21 minutes per day.	8.1(a)(i)
			Full-time shift workers	Where reasonably practical, no more than 5 shifts per week OR 10 shifts per fortnight are to be worked.	8.7(b)
			All employees (excl. casual employees and shift workers)	Overtime payable on all directed work performed: outside 7:00am to 6:00pm, Monday to Friday; OR inside 7:00am to 6:00pm but in excess of 36.75 hours per week (for administrative service officers) or 38 hours per week (for other employees), Monday to Friday; OR on a Saturday, Sunday or public holiday.	14.1

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			Casual employees (excl. shift workers and excluded employees)	Overtime payable on all directed work performed in excess of 36.75 hours per week (for administrative officers) or 38 hours per week (for other employees).	14.2
			Full-time shift workers (excl. causals and excluded employees)	Overtime payable on all directed work performed: on any day which is outside normal rostered ordinary hours of duty on that day; OR in excess of the weekly hours of ordinary duty or an average of the weekly hours of ordinary duty over a cycle of shifts.	14.3
			Casual shift workers (excl. excluded employees)	Overtime payable on all directed work performed: on any day which is outside normal rostered ordinary hours of duty on that day; OR in excess of the weekly hours of ordinary duty or an average of the weekly hours of ordinary duty over a cycle of shifts.	14.4
			All shift workers	Afternoon shift: Any shift finishing after 6:00pm and at or before midnight Day shift: Any shift commencing after 7:00am and finishing before 6:00pm Night shift: Any shift finishing after midnight and at or before 7:00am	Schedule F
98	Victorian Local Government (Early Childhood Education Employees) Award 2016	MA000150	Educators	6:00am to 6:30pm. Up to 12 hours per day, where broken shifts are worked.	19.2(c)
				Maximum 8 hours per day. Up to 10 hours by agreement between employer and educator.	19.2(b)
			Full-time educators	Overtime payable for any work performed outside the ordinary hours of work.	21.1(a)
			Part-time educators	Overtime payable for the circumstances specified in clause 10.4(b)(viii)	21.1(b)
			Casual educators	Overtime payable for the circumstances specified in clause 10.5(b)(v)	21.1(c)
99	Northern Territory Public Sector Enterprise Award 2016	MA000151	Employees in identified agencies and / or classifications:	6:00am to 5:30pm, Monday to Friday.	8.2(c)(ii)
				7:00am to 5:30pm, Monday to Friday. May be altered with agreement of employer and majority of employees in the work section concerned (power and water employees, excl. apprentices).	8.2(c)(ii), Sch M
				Maximum 12 hours in any one shift	M.11.2(b)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
			Full-time employees (excl. shift workers)	Overtime payable for work performed: outside the span of ordinary hours; OR during the applicable span of hours but beyond the length of time the employee is normally required to work; OR on a Saturday (where span of hours Monday to Friday), Sunday or a public holiday; OR in excess of the ordinary hours in a week or an average of the applicable weekly ordinary hours over a roster cycle	15.3(a)
			Part-time employees (excl. shift workers)	Overtime payable for work performed: that is not continuous with the employee's ordinary hours of work: OR on any day that is continuous with the employee's ordinary hours of work and, in whole or in part, falls outside the span of ordinary hours applicable to an equivalent full-time employee (where the employee also completes the ordinary hours of duty on that day); OR on any day that is continuous with the employee's ordinary hours of work and falls, wholly or in part, within the span of ordinary hours applicable to an equivalent full-time employee and exceeds, in any one week, the prescribed weekly ordinary hours of work.	15.3(b)
			Casual employees (excl. shift workers)	Overtime payable for work performed: outside the span of hours for the equivalent full-time employee; OR on a Saturday (where span of hours Monday to Friday), Sunday or a public holiday; OR in excess of the ordinary hours for the equivalent full-time employee in a week.	15.3(c)
			Full-time shift workers	Overtime payable for work performed: outside the normal rostered ordinary hours of duty; OR in excess of the weekly hours of ordinary duty, or an average of the weekly hours of ordinary duty over a cycle of shifts.	15.5 (b)
			Part-time shift workers	Overtime payable for work performed: beyond the normal rostered hours of duty; OR in excess of the employee's ordinary weekly hours of work.	15.5(c)
			Casual shift workers	Overtime payable for work performed: beyond the normal rostered hours of duty for an equivalent full-time employee; OR in excess of 38 hours in a week or an average of 38 hours per week over a cycle of shifts.	15.5(d)
			Shift workers	Except as otherwise prescribed, an employee rostered to perform ordinary hours of duty outside period of 6:00am to 6:00pm, Monday to Friday AND / OR Saturdays, Sundays or public holidays for an ongoing or fixed period.	Schedule A
			Nurses and midwives – shift workers ⁷¹	Saturday duty: All ordinary time worked between midnight Friday and midnight Saturday Sunday duty: All ordinary time worked between midnight Saturday and midnight Sunday Afternoon shift Monday to Friday: All ordinary time worked between midnight Sunday and midnight Friday on a shift commencing at or after 12noon and ceasing after 6:00pm	F.3.2

⁷¹ This clause is not applicable to employees at Nurse 6 (N6) or above.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
				Night shift Monday to Friday: All ordinary time worked between midnight Sunday and midnight Friday on a shift wholly falling within the hours of 6:00pm and 7:30am. Spread of hours may be altered by agreement between the Chief Executive Officer and majority of employees.	
			Fire and rescue service – shift workers	Day: An 8 hour working day excluding a lunch break Day shift: 10 hours of duty from 8:00am to 6:00pm Night shift: 14 hours of duty from 6:00pm to 8:00am	H.1.1
			Power and water – shift workers	Day shift: Any shift starting at or after 6:00am and before 10:00am Afternoon shift: Any shift starting at or after 10:00am and before 8:00pm Night shift: Any shift starting at or after 8:00pm and before 6:00am	M.15.1
100	Victorian Government Schools - Early Childhood – Award 2016	MA000152	Early childhood educators	7:00am to 6:00pm, Monday to Friday, unless otherwise agreed by employer and employee.	12.2
				Overtime payable for all time worked in addition to normal hours of duty.	17.8(a)
101	Note Printing Australia Award 2016	MA000156	Day workers	7:00am to 6:00pm, Monday to Friday. ⁷²	26.2(a),
				Maximum 8 hours per day. Up to 10 hours in instance of extended hours. ⁷³	26.5
			Shift workers	Maximum 8 hours per day.	27.3, 27.4
			Weekly workers	Overtime payable on all time worked in excess of OR outside ordinary hours.	29.2
			Shift workers	Morning shift: Any work commencing at or after 5:00am and prior to 7:00am Afternoon shift: Any shift finishing after 6:00pm and at or before midnight Non continuous night work: any shift finishing after midnight and at or before 7:00am Continuous night work: Any shift finishing after midnight and at or before 8:00am Continuous shiftwork: Work carried on with consecutive shifts of employees throughout the 24 hours of each of	27.1

⁷² Except as provided for in clause 26.5. As provided by clauses 26.3 and 26.5, ordinary hours may be arranged on any day of the week between 7:00am to 7:00pm, including Saturday and Sunday.

⁷³ In any arrangement of ordinary hours where the ordinary hours are to exceed 8 hours on any day, the arrangement of hours shall be subject to agreement between the employer and the majority of employees in the plant or work section(s) concerned. Daily maximum of 12 hours subject to clause 27.4.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause/s
				not more than 5 consecutive days, Monday to Friday inclusive, without interruption (excl. break-downs, meal breaks or due to unavoidable causes beyond the control of the employer) Alternating shiftwork: Shift work which rotates or alternates between morning shift/day work and/or afternoon shift work and night shift work. Alternating shift work hours for alternating morning and afternoon shifts will be 6.00 am to 2.30 pm and 2.20 pm to 10.50 pm.	
102	<i>Health Professionals, Medical Scientists and Support Services (Victoria) State Reference Public Sector Award 2018</i>	MA000157	All employees	6:00am to 6:00pm, Monday to Friday, unless otherwise stated.	19.1
				Maximum 10 hours per day.	18.1
			All employees (excl. Part-time employees, medical scientists and health professionals, health and allied and service staff and scientist – Director or Deputy Director)	Overtime to be paid for all time outside ordinary hours, as authorised by the employer.	22.2, 22.3
			Part-time employees	Overtime payable for all authorised time worked in excess of the rostered daily ordinary full-time hours.	23.2, 23.3(d)
			Medical scientists and health professionals	Authorised overtime is taken as time off during ordinary hours and will be taken at the ordinary rate.	23.5
			Health and allied staff	Authorised overtime equates to one hour of time off for each hour of overtime plus a period of time equivalent to the overtime penalty occurred.	23.2, 23.6
			All shift workers	Rostered to work ordinary hours outside the ordinary hours of work as defined in clause 19.1.	19.1, 19.2

Attachment D—Modern awards with limited spans of hours (10 hours or less)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause
1	<i>Clerks—Private Sector Award 2020</i>	MA000002	All employees (excl. shift workers)	7.00am to 7.00pm, Monday to Friday; 7.00am to 12.30pm, Saturday. May be altered up to one hour forward or one hour back with agreement of employer and majority of employees at the workplace OR majority of employees in a discrete section of the workplace OR an individual employee.	13.3, 13.4
			All employees	Maximum 10 hours in any one day / shift.	13.7, 26.2
				Overtime payable on all time worked at the direction of the employer: in excess of the ordinary weekly hours; OR in excess of 10 hours in any one day (excl. unpaid meal breaks); OR outside the span of hours; OR on a rostered day off that is not substituted or banked; OR in excess of the number of hours a part-time employee has agreed to work.	21.1, 21.3
			Shift workers	Afternoon shift: A shift finishing after 7:00pm and at or before midnight Night shift: A shift finishing after midnight and at or before 7:00am.	25.1
2	<i>Higher Education Industry-General Staff-Award 2020</i>	MA000007	Professional, administrative, clerical, computing and technical staff (excl. shift workers)	8:00am to 6:00pm, Monday to Friday.	15.1(a)
			Storage services staff (excl. shift workers)	7:00am to 5:30pm, Monday to Friday.	15.1(a)
			Shift workers	Maximum 10 hours per shift (incl. meal breaks).	15.2(a)(ii)
			All employees	Overtime payable for all authorised work performed outside of or in excess of ordinary OR rostered hours.	22.1
			Shift workers	Day shift: Commences at or after 6:00am and finishes at or before 6:00pm Afternoon shift: Finishes after 6:00pm and at or before midnight Night shift: Finishes after midnight and at or before 8:00am	23.1

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause
3	Pastoral Award 2020	MA000035	Shearers and crutchers	Run times, Monday to Friday: 7:30am to 9:30am; OR 10:00am to 12:00pm; OR 1:00pm to 3:00pm; OR 3:30pm to 5:30pm. ⁷⁴	54.1(b), 54.2
				Maximum 8 hours per day.	54.1(b), 54.3
			Shed hands / wool presser shed hands	Overtime payable if on any day, except the day of the cut out, additional time exceeds a total of 30 minutes. ⁷⁵	56.3
4	Telecommunications Services Award 2020	MA000041	All employees (excl. shift workers)	7:00am to 7:00pm, Monday to Friday; 7:00am to 1:00pm, Saturday. May be altered up to one hour by agreement between the employer and majority of impacted employees. ⁷⁶	13.6
				Maximum 10 hours per day. Up to 12 hours on any day / shift, subject to conditions.	13
			Full-time / casual employees	Overtime payable for any time worked in excess of ordinary hours	20.1(a)
			Part-time employees	Overtime payable for time worked in excess of fixed pattern of hours. ⁷⁷	10.2
			Shift workers ⁷⁸	Afternoon shift: Any shift finishing after 7:00pm and at or before midnight Night shift: Any shift finishing after midnight and at or before 9:00am	13.7

⁷⁴ Starting time may be altered by a maximum of 2 hours to allow for work to be completed in extenuating circumstances, with the agreement of the employer and majority of employees. Work will not commence prior to 5:30am or later than 7:30am except where sheep have not been presented for shearing or crutching due to inclement weather. Further guidance for alteration of the starting time contained in clause 54.2(d). Span of hours for Shed Hands and Wool Presser Shed Hands will be the same as the working hours for Shearers and Crutchers. However, additional time each day may be necessary to complete the tasks listed in clauses 56.1 and 56.2.

⁷⁵ Overtime not payable for all time worked additional to the working hours of the shearers and crutchers as may be necessary to keep the shearers and crutchers supplied with sheep.

⁷⁶ Span of hours may be further altered to permit weekend work on Saturday afternoon (1:00pm to 7:00pm) and Sunday (7:00am to 7:00pm), subject to penalty rate at per clause 21.3, by agreement with employer and individual employee. This provision does not apply to day workers who work day work as part of a rotating roster.

⁷⁷ Notwithstanding these provisions, a part-time employee is ineligible to be paid overtime rates on a day until they have worked at least an equivalent number of hours that day of an equivalent full-time employee in the relevant section of that enterprise, provided that a part-time employee will not work more than 38 ordinary hours in any week at ordinary rates.

⁷⁸ The ordinary hours of work for afternoon and night shiftworkers will be worked at the discretion of the employer, Monday to Sunday, subject to clauses 13.5 and 21.3.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause
5	Marine Towing Award 2020	MA000050	All employees	7:00am to 5:00pm. May be altered with the agreement of employer and majority of affected employees.	12.2
				Maximum 16 hours. An employer may require an employee to perform work continuously in excess of 16 hours where: it is reasonably necessary to meet operational requirements; OR the employer endeavours to terminate the period of continuous work as soon as practical; OR the employer grants the employee a rest period of no less than 10 hours before requiring the employee to resume duty.	12.3
				Overtime payable for all time worked in excess of ordinary hours OR outside the applicable span of hours.	20.1
6	Stevedoring Industry Award 2020	MA000053	Day workers	7:00am to 5:00pm, Monday to Friday.	13.2
				Overtime payable for any time worked outside span of hours OR in excess of an average of 35 hours per week.	21.1
			Shift workers	Overtime payable for any time worked: before or after a shift during which the employee's ordinary hours of work are performed; OR in excess of an average of 35 hours per week.	21.2
				Day shift: Commences between 6:00am and 9:00am Evening shift: Commences between 1:00pm and 5:00pm Night shift: Commences at or after 10:00pm	13.3(b)
7	Pharmaceutical Industry Award 2020	MA000069	Day workers	7:45am to 5:15pm, Monday to Friday (excl. meal breaks and rest pauses). May be altered one hour forward or one hour back with agreement of employer and majority of employees.	13.2(d)–(e)
			Shift workers	Ordinary hours must be worked continuously Monday to Friday (excl. meal breaks).	13.3 (e)
				Maximum 8 hours in any one day.	13.3(d)
			Full-time / casual employees	Overtime payable for any time worked outside ordinary hours of work.	19.1(a)
			Part-time employees	Overtime payable for any time worked in excess of employee's ordinary hours.	19.1(b)
			Shift workers	Afternoon shift: Any shift finishing after 6:00pm and at or before midnight Night Shift: Any shift finishing after midnight and at or before 7:00am Permanent night shift: An employee required to work: during a period of engagement on shift, on night shift only; OR on night shift for a longer period of 4 consecutive weeks; OR on a night shift cycle which does not	20.1

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause
				<p>rotate or alternate with another shift or with day work so as to give the employee at least one third of their working time off night shift in each 3 shift cycle</p> <p>Non successive afternoon/ night shift: An employee is required to work an afternoon or night shift which does not continue for at least 5 successive afternoons or nights in a 5 day workshop.</p>	
8	Architects Award 2020	MA000079	All employees	<p>8:00am to 6:00pm, Monday to Friday.</p> <p>May be altered by agreement of the employer and majority of employees in establishment or section(s).</p>	12.1, 12.2
				Overtime payable for all time worked in excess of OR outside the spread of ordinary hours	17
9	Live Performance Award 2020	MA000081	Company dancers (rehearsals)	<p>9:30am to 6:30am, Monday to Friday.</p> <p>May be altered and rehearsals held in the afternoon and evening by agreement of employer and employee. In such cases, rehearsals will not start before 1:30pm and will finish by 10:30pm, except in the week prior to the start of a new production where rehearsals will finish by 11:00pm.</p>	32.2(c)
			Company dancers (performance)	10:00am (start of performance) to 11:30pm (end of performance), Monday to Saturday.	32.2(e)
			Company dancers (rehearsals and rehearsals / performances)	Maximum 7 hours, 36 minutes on any one day.	32.2(c)(v), 32.2(d)(ii)
			Company dancers (engaged by the week or for a longer period)	Overtime payable for all work performed in excess of: the prescribed weekly hours; OR outside the prescribed spread of hours; OR as the result of a prescribed break or interval restricted or extended beyond specified hours.	35.4
			Company dancers (engaged casually)	When working overtime, must be paid overtime rates.	30.3, 35.2
10	Dredging Industry Award 2020	MA000085	Vessels (not fully operational)	8:00am to 4:30pm, Monday to Friday; 7:00am to 5:00pm (when not engaged in dredging).	13.3
				Maximum 8 hours per day.	13.3
			All employees	Overtime payable for anytime worked outside of ordinary hours Monday to Sunday (excl. public holidays).	19
			Shift workers	<p>Hours of duty for shiftworkers will consist of one week of day shifts alternating with one week of night shifts</p> <p>Day shift cycle: Comprises of 12 hour shifts on each of 7 days per week between 6:00am and 6:00pm</p> <p>Night shift cycle: Comprises of 12 hour shifts on each of 6 days per week between 6:00pm and 6:00am.</p>	13.2(b)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause
11	<i>Fire Fighting Industry Award 2020</i>	MA000111	Shift workers on a 10/14 roster (public sector)	Day shift: 8:00am to 6:00pm Night shift: 6:00pm to 8:00am	11.5(a)–(b)
			Shift workers on a 10/14 roster (public sector)	Maximum 14 hours on any one day.	11.2(c)
			Shift workers on a 10/14 roster (public and private sectors)	Overtime payable on any time required to be worked in excess of a rostered shift OR 4 shifts in any one week.	22.1(b)(ii), 22.2(b)(i)
12	<i>Australian Public Service Enterprise Award 2015</i>	MA000124	Day workers	8:00am to 6:00pm, Monday to Friday. May be altered within limits of 6:00am to 6:00pm, Monday to Friday.	8.2
				Maximum 10 ordinary hours per day. Up to 12 hours for individual workplaces, by agreement between agency head and majority of employees.	8.2(d)
			Full-time employees (excl. shift workers)	Overtime payable where an employee directed to perform work: outside the span of ordinary hours, Monday to Friday; OR during the span of hours but beyond the length of time they are ordinarily required to work on the day concerned, Monday to Friday; OR on a Saturday, Sunday or public holiday.	15.3(a)
			Part-time employees	Overtime payable where an employee directed to perform work: that is not continuous with their ordinary hours of work; OR that is continuous with their ordinary hours of work and, in whole or in part, falls outside the period 6:00pm to 8:00am (where the employee also completes their ordinary hours of duty on that day); OR that is continuous with their ordinary hours of work and falls wholly in the period of 6:00pm to 8:00am and exceeds, in any one week, that employee's prescribed weekly ordinary hours of work.	15.3(b)
			Irregular or intermittent employees	Overtime payable where an employee directed to perform work: outside the span of ordinary hours, Monday to Friday; OR on a Saturday, Sunday or public holiday; OR in excess of 36.75 hours in a week.	15.3(c)
			Full-time shift workers	Overtime payable where an employee performs work: on any day outside their normal rostered ordinary hours of duty for that day; OR in excess of the weekly hours of ordinary duty, or an average of the weekly hours or ordinary duty, over a cycle of shifts.	15.5(a)
			Part-time shift workers	Overtime payable where an employee performs work: on any day beyond their normal rostered hours of duty that day; OR in excess of the employee's prescribed weekly ordinary hours of work.	15.5(b)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause
			Irregular or intermittent shift workers	Overtime payable where an employee performs work: on any day beyond the normal rostered hours of duty on that day; OR in excess of 38 hours in a week or an average of 38 hours per week over a cycle of shifts.	15.5(c)
			Shift workers	Employees rostered to perform ordinary hours of work outside the period 6:30am to 6:00pm, Monday to Friday, AND / OR Saturdays, Sundays or public holidays for an ongoing or fixed period.	Schedule E
13	Northern Territory News Award 2015	MA000129	Day workers	8:00am to 6:00pm, Monday to Friday.	22.1
				Maximum 8.5 hours per day.	22.1
			All employees	Overtime payable on all duty performed in excess OR outside ordinary hours OR in excess of the hours of a shift.	24.2(b)
14	Viterra Bulk Handling and Storage of Grains, Pulses and Minerals Award 2015	MA000136	All employees (excl. shift workers)	8:00am to 5:00pm, Monday to Friday. May be altered by agreement between employer and majority of employees concerned.	19.1(b)
				Maximum 8 hours per day, unless agreed by employer and majority of employees.	19.1(h)
				Overtime payable for all time worked outside ordinary hours.	21.1
			Shift workers	Overtime payable on any time worked in excess of 8 hours per day, Monday to Friday.	19.2(c)
				Afternoon shift: Any shift which finishes after 6:00pm and at or before midnight Night shift: Any shift which finishes after midnight and at or before 8:00am	19.2(a)
15	Australia Post Enterprise Award 2015	MA000137	Postal Services Group employees (excl. shift workers)	8:00am to 6:00pm, Monday to Sunday.	30.3(b)(i)
			Administrative/ professional employees (excl. shift workers)	8:00am to 6:00pm, Monday to Friday.	30.6
			All employees (excl. where otherwise provided)	Maximum 7 hours, 21 minutes per day (excl. where work performed by Operational and Technical Group employees with a reduced number of attendances).	30.2
			Shift workers in Technical Group	Maximum 9 hours on any one day. Up to 10 hours, Saturday.	32.1(b)
			Full-time employees (excl. Administrative Officer)	Overtime payable on all time in excess of ordinary hours of work OR outside the spread of ordinary hours.	31.2 (a and b)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause
			Level 6 and Postal Manager Grade 3).		
			Part-time employees (excl. Administrative Officer Level 6 and Postal Manager Grade 3).	Overtime payable on all time worked in excess of 7 hours, 21 minutes on any day OR more than 5 days per week. ⁷⁹	31.2(c)
			Casual employees (excl. Administrative Officer Level 6 and Postal Manager Grade 3).	Overtime payable on all time worked in excess of 7 hours, 21 minutes on any day.	31.2(d)
			Shift workers	Overtime payable for all hours worked in excess of the ordinary work.	32.13
16	Airservices Australia Enterprise Award 2016	MA000141	Classifications on a 36.75 hour week	8:00am to 6:00pm, Monday to Friday. May be altered by agreement of employer and majority of affected employees.	9.2
			Aviation rescue fire fighters (day workers)	7:00am to 5:00pm, Monday to Friday. May be altered by agreement of employer and majority of affected employees.	9.3(c)
			Full-time / casual workers (excl. shift workers)	Overtime payable for all time worked in excess of ordinary hours of work for a full-time employee OR outside the span of hours	17.1(b)
			Part-time workers (excl. shift workers)	Overtime payable for all time (excl. travelling time) worked in excess of agreed OR altered hours.	6.3(c), 17.1(b)
			Shift workers	Overtime payable for all work performed: outside employee's ordinary rostered hours; OR in excess of the weekly hours of ordinary duty or an average of the weekly hours of ordinary duty over a cycle of shifts.	17.3
				Employees who regularly work shifts outside ordinary hours.	Sch G

⁷⁹ Overtime not payable for hours worked in excess of the agreed hours as per clause 16.3 or as varied as per clauses 16.4 and 16.5.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause
17	Australian Federal Police Enterprise Award 2016	MA000142	Non shiftworkers	8:00am to 4:00pm, Monday to Friday (excl. public holidays). May be varied by agreement between team leader and employee.	7.2(b)
			All employees (excl. casual employees)	Overtime payable when an employee directed to perform work: prior to and / or beyond the normal or rostered hour for commencing or ceasing duty; OR on a public holiday, Saturday, Sunday or rostered day off.	14
			Casual employees	Overtime payable for work performed in excess of 40 hours per week OR 8 hours per day.	14.4
			Escort Officers	Overtime payable for time on duty in excess of 8 hours in a 24 hour period (from commencement of duty).	14.5(a)
			Shift workers	Morning and afternoon shift: Rostered shift commencing at or before 6:30am and finishing after 8:00am Afternoon shift: Rostered shift finishing after 6:00pm and before midnight Night shift: Full rostered shift finishing at or after midnight and at or before 8:00am on any day	13.2
18	Australian Bureau of Statistics (Interviewers) Enterprise Award 2016	MA000143	Interviewers	9:00am to 8:00pm, Monday to Friday; 9:00am to 12noon, Saturday.	6.2(b)
19	Australian Nuclear Science and Technology Organisation (ANSTO) Enterprise Award 2016	MA000144	Day workers	8:45am to 4:56pm, Monday to Friday.	8.1(b)
				Maximum 7 hours, 21 minutes per day	8.1(b)
			Full-time employees (excl. shift workers)	Overtime payable where an employee directed to perform work: outside the bandwidth of 8:00am to 6:00pm, Monday to Friday; OR on a Saturday, Sunday or a public holiday; OR in excess of 36.75 hours per week; OR in excess of 7 hours, 21 minutes or the employee's rostered hours on that day, Monday to Friday.	14.4(a)
			Part-time employees (excl. shift workers)	Overtime payable where an employee directed to perform work: outside the bandwidth of 8:00am to 6:00pm, Monday to Friday; OR on a Saturday, Sunday or a public holiday; OR additional time beyond agreed daily hours.	14.4(b)
			Full-time employees – shift workers	Overtime payable where an employee directed to perform work: on any day outside their normal rostered ordinary hours of duty that day; OR in excess of the weekly hours of ordinary duty or an average of the weekly hours of ordinary duty over a cycle of shifts.	14.7(a)
			Part-time employees – shift workers	Overtime payable where an employee directed to perform work: on any day outside their normal rostered ordinary hours of duty on that day; OR in excess of the employee's agreed ordinary hours of work.	14.7(b)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause
20	Parliamentary Departments Staff Enterprise Award 2016 ⁸⁰	MA000145	Shift workers	Ordinary hours (36.75 hours per week) to be worked in one of the following ways: up to 36.75 hours within a period not exceeding 7 consecutive days; OR up to 73.5 hours within a period not exceeding 14 consecutive days; OR up to 147 hours within a period not exceeding 28 consecutive days. Except at regular changeover of shifts an employee will not be required to work more than one shift in 24 hours.	8.2
			Shift workers	Shifts exceeding 10 hours may possible with agreement of employer and majority of impacted employees.	8.4
			Day workers (excl. editors, gardening and maintenance employees)	8:00am to 6:00pm, Monday to Friday. May be altered to 6:00am to 6:00pm, Monday to Friday, with agreement of the Secretary and majority of impacted employees, subject to a 10 hour span for individual employees and 12 hour span for workplaces.	8.2
			Day workers (excl. editors)	Maximum 10 hours per day. Up to 12 hours for individual workplaces.	8.2(f), 8.3(e)
			Shift workers	12 hour shifts may be introduced with written agreement of majority of impacted employees.	8.4(f)
			Full-time employees (excl. shift workers)	Overtime payable on all work directed to be performed: outside the span of hours, Monday to Friday; OR during the span of hours but beyond the length of time the employee is ordinarily required to work on that day, Monday to Friday; OR on a Saturday, Sunday or a holiday.	14.3(a)
			Part-time employees (excl. shiftworkers)	Overtime payable on all work directed to be performed: that is not continuous with an employee's ordinary hours of work; OR on any day that is continuous with an employee's ordinary hours of work and, in whole or in part, falls outside the period of 6:00pm to 8:00am (where the employee also completes their ordinary hours of duty on that day); OR that is continuous with an employee's ordinary hours of work and falls wholly within the period of 6:00pm to 8:00am and exceeds, in any one week, that employee's prescribed weekly ordinary hours.	14.3(b)
			Irregular or intermittent employees (excl. shift workers)	Overtime payable on all work directed to be performed: outside the span of hours, Monday to Friday; OR on a Saturday, Sunday or public holiday; OR in excess of the full-time weekly ordinary hours for the employee's classification.	14.3(c)

⁸⁰ Overtime and other provisions applicable for employees in a classification where the rate is below the salary barrier.

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause
			Full-time shift workers	Overtime payable on all work directed to be performed: outside an employee's normal rostered hours of duty on any day; OR in excess of the weekly hours of ordinary duty or an average of the weekly hours of ordinary duty over a cycle of shifts.	14.1, 14.5(a)
			Part-time shift workers	Overtime payable on all work directed to be performed: beyond the normal rostered hours of duty on any day; OR in excess of an employee's weekly ordinary hours.	14.1, 14.5(b)
			Irregular or intermittent shift workers	Overtime payable on all directed work performed: beyond the rostered hours of duty on any one day; OR in excess of 38 hours in a week or an average of 38 hours per week over a cycle of shifts.	14.1, 14.5(c)
			Shift workers	Night shift: Where any part of a shift falls between 6:00pm and 6:30am Continuous night shift: Where the shift falls wholly between the period of 6:00pm to 8:00am and is worked for a period exceeding 4 weeks	13.2
21	<i>Australian Capital Territory Public Sector Enterprise Award 2016</i>	MA000146	Classifications listed in Tables 1 and 4 of Schedule A	8:00am to 6:00pm, Monday to Friday.	8.2(c)(i)
			All employees	Maximum 10 hours in any one day. Up to 12 hours per shift with agreement of directorates / agencies and majority of impacted employees.	8.2(f), 8.3(d)(i)
			Full-time employees performing duties listed in tables 1 and 2 of schedule A (excl. shift workers)	Overtime payable on all work directed to be performed: outside the span of ordinary hours, Monday to Friday; OR during the span of ordinary hours but beyond the length of time the employee is ordinarily required to work, Monday to Friday; OR on a Saturday, Sunday or public holiday; OR in respect of hours worked in excess of the employee's full-time or part-time fortnightly hours of duty.	16.3(a)(i)
			Full-time employees performing duties listed in table 3 of schedule A (excl. shift workers)	Overtime payable on all work directed to be performed: outside the span of hours (excl. any work performed by an employee prior to the span of hours that is continuous with ordinary hours for the purpose of getting a workplace, work site or equipment in a state of readiness for work; to be regarded as part of ordinary hours).	16.3(a)(ii)
			Part-time employees in a classification where the rate for the classification is below the salary barrier	Overtime payable on all work directed to be performed: that is not continuous with an employee's ordinary hours of work; OR on any day which is continuous with an employee's ordinary hours of work and, in whole or in part, falls outside the period of 8:00am to 6:00pm (where the employee also completes their ordinary hours of duty on that day); OR that is continuous with an employee's ordinary hours of work and falls wholly within the period of 8:00am to 6:00pm and exceeds, in any one week, that employee's weekly ordinary hours of work.	16.3(b)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause
			Casual employees in a classification where the rate for the classification is below the salary barrier	Overtime payable on all work directed to be performed: outside the span of hours, Monday to Friday; OR on a Saturday, Sunday or public holiday; OR in excess of full-time ordinary hours of work on any day / shift.	16.3(c)
			Full-time shift workers in a classification where the rate for the classification is below the salary barrier	Overtime payable on all work directed to be performed: on any day outside an employee's normal rostered hours of duty that day; OR in excess of the weekly hours of ordinary duty or an average of the weekly hours of ordinary duty over a cycle of shifts.	16.5(a)
			Part-time shift workers in a classification where the rate for the classification is below the salary barrier	Overtime payable on all work directed to be performed: on any day beyond the normal rostered hours of duty that day; OR in excess of the employee's prescribed weekly hours of duty.	16.5(b)
			Casual shift workers in a classification where the rate for the classification is below the salary barrier	Overtime payable on all work directed to be performed: on any day beyond the normal rostered hours of duty that day; OR in excess of 38 hours in a week or an average of 38 hours per week over a cycle of shifts.	16.5(c)
			Shift workers	Employee rostered to perform daily hours on a shift where some or all of a shift in the roster falls: outside the span of hours limits of 7:00am to 7:00pm, Monday to Friday; OR on Saturdays or Sundays on a regular and ongoing basis; OR public holidays.	8.3(a)
22	Australian Broadcasting Corporation Enterprise Award 2016	MA000147	Non rostered Division 2 – General employees	8:00am to 6:00pm, Monday to Friday; 8:00am to 1:00pm, Saturday.	21.1(a)(i)
			Non rostered Technical Service Officer	7:00am to 6:00pm, Monday to Friday; 7:00am to 1:00pm, Saturday	21.1(a)(ii)
			Non rostered employees working 5 days per week	Maximum 7 hours, 21 minutes per day. Maximum 7 hours, 36 minutes per day (non rostered technical services officers).	22.2(b)
			Non rostered employees working 6 days per week	Maximum 6 hours, 45 minutes. Monday to Friday; 3 hours, Saturday.	22.2(b)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause
			Non rostered employees working 5 days per week	Overtime payable for duty performed: outside the span of hours, Monday to Friday; OR between 8:00am and the normal commencing time on any day for Division 2 – General employees, Monday to Friday (where the employee performs duty prior to 8:00am and continues on to complete a normal day's duty on that day); OR between 8:00am and 6:00pm on any day for Division 2 – General employees, Monday to Friday (where the employee performs duty after 6:00pm on that day continuing on from their normal duty); OR in excess of 38 hours per week, Monday to Friday; OR on a Saturday or Sunday.	24.1(a)
			Non rostered employees working 6 days per week	Overtime payable for duty performed: outside the span of hours; OR between 8:00am and the normal commencing time for Division 2 – General employees, Monday to Friday (where the employee performs duty prior to 8:00am and continues on to complete a normal day's duty on that day); OR between 8:00am and 6:00pm for Division 2 – General employees, Monday to Friday (where the employee performs duty after 6:00pm on that day continuing on from their normal duty); OR between 8:00am and 1:00pm on Saturday for Division 2 – General employees (where the employee performs duty on that day continuing from their normal day's duty); OR in excess of 38 hours per week; OR on a Sunday.	24.2(c)
23	Northern Territory Public Sector Enterprise Award 2016	MA000151	Employees in agency and / or listed classifications	7:30am to 5:30pm, Monday to Friday. May be altered so that work can be performed 6 days of the week.	8.2(c)
			School based administrative officers (excl. home liaison or truancy officers)	Maximum 6.25 hours per day (excl. special circumstances).	8.3
			Full-time employees (except for shift workers)	Overtime payable for work performed: outside the span of ordinary hours applicable to the employee; OR during the span of hours applicable to the employee but beyond the length of time the employee is normally required to work; OR on a Saturday (where span of hours is Monday to Friday), Sunday or a public holiday; OR in excess of the weekly ordinary hours or an average of the applicable weekly hours over a roster cycle.	15.3(a)
			Part-time employees (except for shift workers)	Overtime payable for work performed: that is not continuous with the employee's ordinary hours of work; OR on any day which is continuous with the employee's ordinary hours of work and, in whole or in part, falls outside the span of ordinary hours applicable to an equivalent full-time employee (where the employee also completes the ordinary hours of duty on that day); OR on any day which is continuous with the employee's ordinary hours of work and falls, wholly or in part, within the span of ordinary hours applicable to an equivalent full-time employee and exceeds, in any one week, the prescribed weekly ordinary hours of work.	15.3(b)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause
			Casual employees (except for shift workers)	Overtime payable for work performed: outside the span of hours for an equivalent full-time employee; OR on a Saturday (where span of hours is Monday to Friday), Sunday or a public holiday; OR in excess of the ordinary hours for the equivalent full-time employee in a week.	15.3(c)
			Full-time shift workers	Overtime payable for work performed: on any day which is outside the normal rostered ordinary hours of duty that day; OR in excess of the weekly hours of ordinary duty or an average of the weekly hours of ordinary duty over a cycle of shifts.	15.5 (b)
			Part-time shift workers	Overtime payable for work performed: on any day beyond the normal rostered hours of duty on that day; OR in excess of the employee's ordinary weekly hours of work.	15.5(c)
			Casual shift workers	Overtime payable for work performed: on any day beyond normal rostered duty hours for an equivalent full-time employee that day; OR in excess of 38 hours in a week or an average of 38 hours per week over a cycle of shifts.	15.5(d)
			Shift workers	Except as otherwise prescribed, employee rostered to perform ordinary hours outside the period of 6:00am to 6:00pm, Monday to Friday AND/OR Saturdays, Sundays or public holidays for an ongoing or fixed period.	Schedule A
24	Australian Government Industry Award 2016	MA000153	Day workers	8:00am to 6:00pm, Monday to Friday. Up to 12 hours by agreement with employer and majority of impacted employees.	17.2(b)
				Maximum 7 hours, 21 minutes per day	17.3(g)
			Full-time day workers	Overtime payable for work directed to be performed: outside the span of ordinary hours, Monday to Friday; OR during the span of ordinary hours but beyond the length of time the employee is formally rostered to work on the day concerned, Monday to Friday; OR on a Saturday, Sunday or public holiday.	19.8(a)
			Part-time day workers	Overtime payable for work directed to be performed: that is not continuous with employee's ordinary hours of work; OR that is continuous with employee's ordinary hours of work, including a period of 8:00am to 6:00pm, and the employee has also completed their ordinary hours for the day; OR that is continuous with employee's ordinary hours of work, falls entirely within the span of hours and causes the employee to work, in any one week, more than the employee's ordinary weekly hours.	19.8(b)
			Casual day workers	Overtime payable for work directed to be performed: outside the span of ordinary hours, Monday to Friday; OR on a Saturday, Sunday or a public holiday; OR in excess of 36.75 hours per week.	19.8 (c)

Ref. no.	Modern award	Award code	Employee type	Provision/s	Clause
			Full-time shift workers	Overtime payable for work directed to be performed: where it is outside normal rostered hours of duty; OR in excess of the employee's ordinary weekly hours or an average of ordinary weekly hours over a cycle of shifts.	19.9(a)
			Part-time shift workers	Overtime payable for work directed to be performed: beyond normal rostered hours of duty; OR in excess of the employee's prescribed weekly hours of work.	19.9(b)
			Casual shift workers	Overtime payable for work directed to be performed: beyond the normal rostered hours of duty for that day; OR in excess of 36.75 hours in a week or an average of 36.75 hours per week over a cycle of shifts.	19.9(c)
			All shift workers	Employees rostered to perform ordinary hours of work outside the period of 6:30am to 6:00pm, Monday to Friday AND / OR on Saturdays, Sundays or public holidays for an ongoing or fixed period.	2.1
25	Victorian Government Schools Award 2016	MA000155	Education support employees	8:00am to 6:00pm, Monday to Friday, unless otherwise agreed by employer and employee.	13.2