

CURRENT AWARD as at 1 June 2016

Airport Employees Award 2010

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Airport Employees Award 2016

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<p>Part 1—Application and Operation</p> <p>1. Title</p> <p>This award is the <i>Airport Employees Award 2010</i>.</p> <p>2. Commencement and transitional</p> <p>2.1 This award commences on 1 January 2010.</p> <p>2.2 The monetary obligations imposed on employers by this award may be absorbed into overaward payments. Nothing in this award requires an employer to maintain or increase any overaward payment.</p> <p>2.3 This award contains transitional arrangements which specify when particular parts of the award come into effect. Some of the transitional arrangements are in clauses in the main part of the award. There are also transitional arrangements in Schedule A. The arrangements in Schedule A deal with:</p>	<p>Part 1—Application and Operation of this Award</p> <p>1. Title and commencement</p> <p>1.1 This award is the <i>Airport Employees Award 2016</i>.</p> <p>1.2 This modern award, as varied, commenced operation on 1 January 2010.</p> <p>1.3 Neither the making of this award nor the operation of any transitional arrangements is intended to result in a reduction in the take-home pay of employees covered by the award. On application by or on behalf of an employee who suffers a reduction in take-home pay as a result of the making of this award or the operation of any transitional arrangements, the Fair Work Commission may make any order it considers appropriate to remedy the situation.</p> <p><i>References to transitional arrangements removed - obsolete</i></p>

<ul style="list-style-type: none"> • minimum wages and piecework rates • casual or part-time loadings • Saturday, Sunday, public holiday, evening or other penalties • shift allowances/penalties. <p>2.4 Neither the making of this award nor the operation of any transitional arrangements is intended to result in a reduction in the take-home pay of employees covered by the award. On application by or on behalf of an employee who suffers a reduction in take-home pay as a result of the making of this award or the operation of any transitional arrangements, the Fair Work Commission may make any order it considers appropriate to remedy the situation.</p> <p>2.5 The Fair Work Commission may review the transitional arrangements in this award and make a determination varying the award.</p> <p>2.6 The Fair Work Commission may review the transitional arrangements:</p> <ul style="list-style-type: none"> (a) on its own initiative; or (b) on application by an employer, employee, organisation or outworker entity covered by the modern award; or (c) on application by an organisation that is entitled to represent the industrial interests of one or more employers or employees that are covered by the modern award; or (d) in relation to outworker arrangements, on application by an organisation that is entitled to represent the industrial interests of one or more outworkers to whom the arrangements relate. 	
<p>3. Definitions and interpretation</p> <p>3.1 In this award, unless the contrary intention appears:</p> <p>Act means the <i>Fair Work Act 2009</i> (Cth)</p> <p>agreement-based transitional instrument has the meaning in the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)</p> <p>award-based transitional instrument has the meaning in the <i>Fair Work</i></p>	<p>2. Definitions</p> <p>In this award, unless the contrary intention appears:</p> <p>Act means the <i>Fair Work Act 2009</i> (Cth)</p> <p>defined benefit member has the meaning given by the <i>Superannuation Guarantee (Administration) Act 1992</i> (Cth)</p> <p>employee means national system employee within the meaning of the Act</p>

(Transitional Provisions and Consequential Amendments) Act 2009 (Cth)

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

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

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

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

employee means national system employee within the meaning of the Act

employer means national system employer within the meaning of the Act

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

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

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

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

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

standard rate means the minimum salary for a Technical services officer Level 1 in clause 15—Classifications and minimum wages, divided by 52

transitional minimum wage instrument has the meaning in the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)*

employer means national system employer within the meaning of the Act

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

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

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

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

standard rate means the minimum annual rate for a Technical services officer Level 1 in clause 19.1(a) divided by 52

Definitions relating to transitional instruments removed - obsolete

<p>3.2 Where this award refers to a condition of employment provided for in the NES, the NES definition applies.</p>	<p>3.2 Where this award refers to a condition of employment provided for in the NES, the NES definition applies.</p> <p><i>Moved to clause 3—National Employment Standards and this award</i></p>
<p>4. Coverage</p> <p>4.1 This award covers employers throughout Australia that operate airports and their employees in the classifications in clause 15—Classifications and minimum wages to the exclusion of any other modern award.</p> <p>4.2 The award does not cover an employee excluded from award coverage by the Act.</p> <p>4.3 The award does not cover employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)), or employers in relation to those employees.</p> <p>4.4 The award does not cover employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)), or employers in relation to those employees.</p> <p>4.5 This award covers any employer which supplies labour on an on-hire basis in the industry set out in clause 4.1 in respect of on-hire employees in classifications covered by this award, and those on-hire employees, while engaged in the performance of work for a business in that industry. This subclause operates subject to the exclusions from coverage in this award.</p> <p>4.6 This award covers employers which provide group training services for apprentices and/or trainees engaged in the industry and/or parts of industry set out at clause 4.1 and those apprentices and/or trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. This subclause operates subject to the exclusions from coverage in this award.</p> <p>4.7 This award does not cover an employee employed by a Local Government employer covered by another award.</p> <p>4.8 Where an employer is covered by more than one award, an employee of</p>	<p>4. Coverage</p> <p>4.1 This award covers employers throughout Australia that operate airports and their employees in the classifications in clause 14—Classifications to the exclusion of any other modern award.</p> <p>4.2 This award does not cover an employee employed by a Local Government employer covered by another award.</p> <p>4.3 This award covers any employer which supplies labour on an on-hire basis in the industry set out in clause 4.1 in respect of on-hire employees in classifications covered by this award, and those on-hire employees, while engaged in the performance of work for a business in that industry. This subclause operates subject to the exclusions from coverage in this award.</p> <p>4.4 This award covers employers which provide group training services for apprentices and/or trainees engaged in the industry and/or parts of industry set out at clause 4.1 and those apprentices and/or trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. This subclause operates subject to the exclusions from coverage in this award.</p> <p>4.5 The award does not cover:</p> <ul style="list-style-type: none"> (a) an employee excluded from award coverage by the Act; (b) employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)), or employers in relation to those employees; or (c) employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)), or employers in relation to those employees.

<p>that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.</p> <p>NOTE: Where there is no classification for a particular employee in this award it is possible that the employer and that employee are covered by an award with occupational coverage.</p>	<p>4.6 Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.</p> <p>NOTE: Where there is no classification for a particular employee in this award it is possible that the employer and that employee are covered by an award with occupational coverage.</p>
<p>5. Access to the award and the National Employment Standards</p> <p>The employer must ensure that copies of this award and the NES are available to all employees to whom they apply either on a noticeboard which is conveniently located at or near the workplace or through electronic means, whichever makes them more accessible.</p> <p>6. The National Employment Standards and this award</p> <p>The NES and this award contain the minimum conditions of employment for employees covered by this award.</p>	<p>3. The National Employment Standards and this award</p> <p>3.1 The National Employment Standards (NES) and this award contain the minimum conditions of employment for employees covered by this award.</p> <p>3.2 Where this award refers to a condition of employment provided for in the NES, the NES definition applies.</p> <p>3.3 The employer must ensure that copies of the award and the NES are available to all employees to whom they apply, either on a notice board which is conveniently located at or near the workplace or through accessible electronic means.</p>
<p><i>Clause inserted – proposed new provision</i></p>	<p>5. Effect of variations made by the Fair Work Commission</p> <p>A variation to this award does not affect any right, privilege, obligation or liability that a person acquired, accrued or incurred under the award as it existed prior to that variation.</p>
<p>7. Award flexibility</p> <p>7.1 Notwithstanding any other provision of this award, an employer and an individual employee may agree to vary the application of certain terms of this award to meet the genuine individual needs of the employer and the individual employee. The terms the employer and the individual employee may agree to vary the application of are those concerning:</p> <ul style="list-style-type: none"> (a) arrangements for when work is performed; (b) overtime rates; (c) penalty rates; (d) allowances; and 	<p>6. Award flexibility for individual arrangements</p> <p>6.1 Notwithstanding any other provision of this award, an employer and an individual employee may agree to vary the application of certain terms of this award to meet the genuine individual needs of the employer and the individual employee. The terms the employer and the individual employee may agree to vary the application of, are those concerning:</p> <ul style="list-style-type: none"> (a) arrangements for when work is performed; (b) overtime rates; (c) penalty rates; (d) allowances; and

<p>(e) leave loading.</p> <p>7.2 The employer and the individual employee must have genuinely made the agreement without coercion or duress. An agreement under this clause can only be entered into after the individual employee has commenced employment with the employer.</p> <p>7.3 The agreement between the employer and the individual employee must:</p> <p>(a) be confined to a variation in the application of one or more of the terms listed in clause 7.1; and</p> <p>(b) result in the employee being better off overall at the time the agreement is made than the employee would have been if no individual flexibility agreement had been agreed to.</p> <p>7.4 The agreement between the employer and the individual employee must also:</p> <p>(a) be in writing, name the parties to the agreement and be signed by the employer and the individual employee and, if the employee is under 18 years of age, the employee's parent or guardian;</p> <p>(b) state each term of this award that the employer and the individual employee have agreed to vary;</p> <p>(c) detail how the application of each term has been varied by agreement between the employer and the individual employee;</p> <p>(d) detail how the agreement results in the individual employee being better off overall in relation to the individual employee's terms and conditions of employment; and</p> <p>(e) state the date the agreement commences to operate.</p> <p>7.5 The employer must give the individual employee a copy of the agreement and keep the agreement as a time and wages record.</p> <p>7.6 Except as provided in clause 7.4(a) the agreement must not require the approval or consent of a person other than the employer and the individual employee.</p> <p>7.7 An employer seeking to enter into an agreement must provide a written proposal to the employee. Where the employee's understanding of written English is limited the employer must take measures, including translation</p>	<p>(e) leave loading.</p> <p>6.2 The employer and the individual employee must have genuinely made the agreement without coercion or duress. An agreement under this clause can only be entered into after the individual employee has commenced employment with the employer.</p> <p>6.3 The agreement between the employer and the individual employee must:</p> <p>(a) be confined to a variation in the application of one or more of the terms listed in clause 6.1; and</p> <p>(b) result in the employee being better off overall at the time the agreement is made than the employee would have been if no individual flexibility agreement had been agreed to.</p> <p>6.4 The agreement between the employer and the individual employee must also:</p> <p>(a) be in writing, name the parties to the agreement and be signed by the employer and the individual employee and, if the employee is under 18 years of age, the employee's parent or guardian;</p> <p>(b) state each term of this award that the employer and the individual employee have agreed to vary;</p> <p>(c) detail how the application of each term has been varied by agreement between the employer and the individual employee;</p> <p>(d) detail how the agreement results in the individual employee being better off overall in relation to the individual employee's terms and conditions of employment; and</p> <p>(e) state the date the agreement commences to operate.</p> <p>6.5 The employer must give the individual employee a copy of the agreement and keep the agreement as a time and wages record.</p> <p>6.6 Except as provided in clause 6.4(a) the agreement must not require the approval or consent of a person other than the employer and the individual employee.</p> <p>6.7 An employer seeking to enter into an agreement must provide a written proposal to the employee. Where the employee's understanding of written English is limited the employer must take measures, including translation</p>
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<p>into an appropriate language, to ensure the employee understands the proposal.</p> <p>7.8 The agreement may be terminated:</p> <p>(a) by the employer or the individual employee giving 13 weeks' notice of termination, in writing, to the other party and the agreement ceasing to operate at the end of the notice period; or</p> <p>(b) at any time, by written agreement between the employer and the individual employee.</p> <p>Note: If any of the requirements of s.144(4), which are reflected in the requirements of this clause, are not met then the agreement may be terminated by either the employee or the employer, giving written notice of not more than 28 days (see s.145 of the <i>Fair Work Act 2009</i> (Cth)).</p> <p>7.9 The notice provisions in clause 7.8(a) only apply to an agreement entered into from the first full pay period commencing on or after 4 December 2013. An agreement entered into before that date may be terminated in accordance with clause 7.8(a), subject to four weeks' notice of termination.</p> <p>7.10 The right to make an agreement pursuant to this clause is in addition to, and is not intended to otherwise affect, any provision for an agreement between an employer and an individual employee contained in any other term of this award.</p>	<p>into an appropriate language, to ensure the employee understands the proposal.</p> <p>6.8 The agreement may be terminated:</p> <p>(a) by the employer or the individual employee giving 13 weeks' notice of termination, in writing, to the other party and the agreement ceasing to operate at the end of the notice period; or</p> <p>(b) at any time, by written agreement between the employer and the individual employee.</p> <p>NOTE: If any of the requirements of s.144(4), which are reflected in the requirements of this clause, are not met then the agreement may be terminated by either the employee or the employer, giving written notice of not more than 28 days (see s.145 of the Act).</p> <p>6.9 The notice provisions in clause 6.8(a) only apply to an agreement entered into from the first full pay period commencing on or after 4 December 2013. An agreement entered into before that date may be terminated in accordance with clause 6.8(a), subject to four weeks' notice of termination.</p> <p>6.10 The right to make an agreement pursuant to this clause is in addition to, and is not intended to otherwise affect, any provision for an agreement between an employer and an individual employee contained in any other term of this award.</p>
<p>8. Facilitative provisions</p> <p>8.1 This award contains facilitative provisions which allow agreement to be reached between the employer and employees on how specific award provisions are to apply at the workplace level. The facilitative provisions are identified in clauses 8.3, 8.4, 8.5 and 8.8.</p> <p>8.2 The specific award provisions establish both the standard award condition and the framework within which agreement can be reached as to how the particular provision should be applied in practice. Facilitative provisions are not to be used as a device to avoid award obligations, nor should they result in unfairness to an employee or employees covered by this award.</p> <p>8.3 The following facilitative provision can be utilised upon agreement between the employer and an employee:</p>	<p>7. Facilitative provisions for flexible working arrangements</p> <p>7.1 This award contains facilitative provisions which allow agreement to be reached between the employer and employees on how specific award provisions are to apply at the workplace level. The facilitative provisions are identified in clauses 7.3, 7.4, 7.5 and 7.8.</p> <p>7.2 The specific award provisions establish both the standard award condition and the framework within which agreement can be reached as to how the particular provision should be applied in practice. Facilitative provisions are not to be used as a device to avoid award obligations, nor should they result in unfairness to an employee or employees covered by this award.</p> <p>7.3 The following facilitative provision can be utilised upon agreement between the employer and an employee:</p>

Clause number	Subject matter
36.8	Rostered day off falling on public holiday
8.4	The following facilitative provisions can be utilised upon agreement between the employer and the majority of employees affected in the workplace:
Clause number	Subject matter
29.2	Variation of meal breaks
27.3(b)(i)	Average number of hours during a shift roster
Provided that any agreement reached consistent with clause 27.3(b)(i) must comply with clause 8.6.	
8.5	The following facilitative provisions can be utilised upon agreement between the employer and the majority of employees affected in the workplace, provided that the agreement complies with clauses 8.6 and 8.7. Once such agreement has been reached, the particular form of flexibility agreed upon may be utilised by agreement between the employer and an individual employee without the need for the majority to be consulted:
Clause number	Subject matter
27.2(d)	Variation to the span of ordinary hours
27.3(c)(ii)	Arrangement of ordinary hours of shiftwork
27.3(e)	Variation of the method of working shifts
31.3(b)	Single day annual leave absences
36.3	Substitution of public holidays
8.6	Agreement reached consistent with clause 8.5 must be recorded in the time and wages records kept by the employer.
8.7	If an employee is a member of a relevant union, the employee may be represented by the union in meeting and conferring with the employer about the implementation of the facilitative provisions specified in clause

Clause number	Subject matter
27.8(b)	Rostered day off falling on public holiday
7.4	The following facilitative provisions can be utilised upon agreement between the employer and the majority of employees affected in the workplace:
Clause number	Subject matter
17.2(b)	Average number of hours during a shift roster
18.2	Variation of meal breaks
Provided that any agreement reached consistent with clause 17.2(b) must comply with clause 7.6.	
7.5	The following facilitative provisions can be utilised upon agreement between the employer and the majority of employees affected in the workplace, provided that the agreement complies with clauses 7.6 and 7.7. Once such agreement has been reached, the particular form of flexibility agreed upon may be utilised by agreement between the employer and an individual employee without the need for the majority to be consulted:
Clause number	Subject matter
16.4	Variation to the span of ordinary hours
17.3(b)	Arrangement of ordinary hours of shiftwork
17.5	Variation of the method of working shifts
24.3(b)-(d)	Single day annual leave absences
27.3	Substitution of public holidays
7.6	Agreement reached consistent with clause 7.5 must be recorded in the time and wages records kept by the employer.
7.7	If an employee is a member of a relevant union, the employee may be represented by the union in meeting and conferring with the employer

<p>8.5. The union must be given a reasonable opportunity to participate in the negotiations regarding the proposed implementation of a facilitative provision. Union involvement does not mean that the consent of the union is required prior to the introduction of agreed facilitative arrangements.</p> <p>8.8 In relation to the following facilitative provision, the requirements of clause 8.5 are to be met, and there is an additional requirement that the relevant union(s) must be informed by the employer of the intention to use the facilitative provision:</p> <table border="1" data-bbox="197 414 712 518"> <thead> <tr> <th>Clause number</th> <th>Subject matter</th> </tr> </thead> <tbody> <tr> <td>27.3(c)(iii)</td> <td>12 hour shifts</td> </tr> </tbody> </table> <p>8.9 In the event that a dispute or difficulty arises over the implementation of a facilitative provision, the matter will be handled in accordance with clause 10—Dispute resolution.</p>	Clause number	Subject matter	27.3(c)(iii)	12 hour shifts	<p>about the implementation of the facilitative provisions specified in clause 7.5. The union must be given a reasonable opportunity to participate in the negotiations regarding the proposed implementation of a facilitative provision. Union involvement does not mean that the consent of the union is required prior to the introduction of agreed facilitative arrangements.</p> <p>7.8 In relation to the following facilitative provision, the requirements of clause 7.5 are to be met, and there is an additional requirement that the relevant union(s) must be informed by the employer of the intention to use the facilitative provision:</p> <table border="1" data-bbox="1220 422 2112 558"> <thead> <tr> <th>Clause number</th> <th>Subject matter</th> </tr> </thead> <tbody> <tr> <td>17.3(c)</td> <td>12 hour shifts</td> </tr> </tbody> </table> <p>7.9 In the event that a dispute or difficulty arises over the implementation of a facilitative provision, the matter will be handled in accordance with clause 32—Dispute resolution.</p>	Clause number	Subject matter	17.3(c)	12 hour shifts
Clause number	Subject matter								
27.3(c)(iii)	12 hour shifts								
Clause number	Subject matter								
17.3(c)	12 hour shifts								
<p>Part 2—Consultation and Dispute Resolution</p> <p>9. Consultation</p> <p><i>Provision not reproduced - standard clause - no change other than renumbering and changes to clause titles</i></p>	<p>Part 7—Consultation and Dispute Resolution</p> <p>30. Consultation about major workplace change</p> <p>31. Consultation about changes to rosters or hours of work</p> <p><i>Provisions not reproduced – standard clause – no change other than numbering and changes to clause titles</i></p>								
<p>10. Dispute resolution</p> <p><i>Provision not reproduced - standard clause - no change</i></p>	<p>32. Dispute resolution</p> <p><i>Provision not reproduced – standard clause – no change</i></p>								
<p>11. Dispute resolution procedure training leave</p> <p>11.1 An employee representative must be granted leave of absence with pay to undertake training, on condition that:</p> <ul style="list-style-type: none"> (a) the content of the training will enhance the representative’s role in dispute resolution, consistent with the procedures of clause 10—Dispute resolution; (b) the airport’s operating requirements permit the grant of leave; 	<p>32.7 Dispute resolution procedure training leave</p> <p>An employee representative must be granted leave of absence with pay to undertake training, on condition that:</p> <ul style="list-style-type: none"> (a) the content of the training will enhance the representative’s role in dispute resolution, consistent with the procedures of clause 32—Dispute resolution; (b) the airport’s operating requirements permit the grant of leave; 								

<p>(c) payment for the leave will not include shift and penalty payments or overtime; and</p> <p>(d) the leave will count as service for all purposes.</p>	<p>(c) payment for the leave will not include shift and penalty payments or overtime; and</p> <p>(d) the leave will count as service for all purposes.</p>
<p>Part 3—Types of Employment and Termination of Employment</p> <p>12. Types of employment</p> <p>12.1 An employee may be engaged on a full-time, part-time or casual basis.</p> <p>12.2 Full-time employment</p> <p>An employee not specifically engaged as being a part-time or casual employee is for all purposes of this award a full-time employee, unless otherwise specified in this award.</p>	<p>Part 2—Types of Employment and Classifications</p> <p>8. Types of employment</p> <p>An employee may be engaged on a full-time, part-time or casual basis.</p> <p>9. Full-time employment</p> <p>An employee not specifically engaged as being a part-time or casual employee is for all purposes of this award a full-time employee, unless otherwise specified in this award.</p>
<p>12.3 Part-time employment</p> <p>(a) An employee may be engaged to work regular hours on a part-time basis, for such hours and on such days as may be agreed between an employer and the employee. Provided that such hours must be less than 38 per week or an average of 38 per week. Provided further that such employment must not be utilised at the expense of full-time positions.</p> <p>(b) A person so engaged will be paid per hour 1/38th of the appropriate weekly rate and will be known as a part-time employee.</p> <p>(c) An employee may request an employer to consider their transfer either to or from part-time employment and the employer must consider such request promptly in the context of operational requirements and the special requirements of the employee making the request.</p>	<p>10. Part-time employment</p> <p>10.1 An employee may be engaged to work regular hours on a part-time basis.</p> <p>10.2 The ordinary hours of a part-time employee must be less than 38 per week or an average of 38 per week.</p> <p>10.3 The employer and employee will agree on the days and hours a part-time employee will work.</p> <p>10.4 A part-time employee will be paid the minimum hourly rate for each ordinary hour.</p> <p>10.5 Employment of part-time employees must not be at the expense of full-time positions.</p> <p>10.6 An employee may request an employer to consider their transfer either to or from part-time employment and the employer must consider such request promptly in the context of operational requirements and the special requirements of the employee making the request.</p>
<p>12.4 Casual employment</p> <p>(a) A casual employee is one engaged as such.</p> <p>(b) A casual employee for working ordinary time must be paid per hour 1/38th of the appropriate weekly rate plus a 25% loading.</p>	<p>11. Casual employment</p> <p>11.1 A casual employee is one engaged on a casual basis.</p> <p>11.2 A casual employee for working ordinary time must be paid the minimum hourly rate per hour plus a 25% loading.</p>

<p>12.5 Apprentices</p> <p>(a) Apprentices</p> <p>In order to undertake trade training, a person must be a party to a contract of apprenticeship or a training agreement in accordance with the requirements of the apprenticeship authority or State or Territory legislation. The employer must provide and/or provide access to training consistent with the contract or training agreement, without loss of pay.</p> <p>(b) Adult apprentices</p> <p>An employer may indenture suitable applicants who are 21 years of age and over, provided that such apprentices must not be indentured at the expense of other apprentices.</p> <p>(c) Apprentice trades</p> <p>Trades to which an apprentice may be indentured will include:</p> <ul style="list-style-type: none"> • Mechanical; • Electrical; • Plumbing; and • Carpentry. <p>(d) Except as provided in this clause or where otherwise stated, all conditions of employment specified in this award apply to apprentices.</p> <p>(e) Where an apprentice is required to attend block release training for training identified in or associated with their training contract, and such training requires an overnight stay, the employer must pay for the excess reasonable travel costs incurred by the apprentice in the course of travelling to and from such training. Provided that this clause will not apply where the apprentice could attend an alternative Registered Training Organisation (RTO) and the use of the more distant RTO is not agreed between the employer and the apprentice.</p>	<p>12. Apprentices</p> <p>12.1 Apprentices</p> <p>In order to undertake trade training, a person must be a party to a contract of apprenticeship or a training agreement in accordance with the requirements of the apprenticeship authority or State or Territory legislation. The employer must provide and/or provide access to training consistent with the contract or training agreement, without loss of pay.</p> <p>12.2 Adult apprentices</p> <p>An employer may indenture suitable applicants who are 21 years of age and over, provided that such apprentices must not be indentured at the expense of other apprentices.</p> <p>12.3 Apprentice trades</p> <p>Trades to which an apprentice may be indentured will include:</p> <p>(a) Mechanical;</p> <p>(b) Electrical;</p> <p>(c) Plumbing; and</p> <p>(d) Carpentry.</p> <p>12.4 Except as provided in this clause or where otherwise stated, all conditions of employment specified in this award apply to apprentices.</p> <p>12.5 Where an apprentice is required to attend block release training for training identified in or associated with their training contract, and such training requires an overnight stay, the employer must pay for the excess reasonable travel costs incurred by the apprentice in the course of travelling to and from such training. Provided that this clause will not apply where the apprentice could attend an alternative Registered Training Organisation (RTO) and the use of the more distant RTO is not agreed between the employer and the apprentice.</p> <p>12.6 For the purposes of clause 12.5 above, excess reasonable travel costs include the total costs of reasonable transportation (including transportation of tools where required), accommodation costs incurred while travelling</p>
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<p>(f) For the purposes of clause 12.5(e) above, excess reasonable travel costs include the total costs of reasonable transportation (including transportation of tools where required), accommodation costs incurred while travelling (where necessary) and reasonable expenses incurred while travelling, including meals, which exceed those incurred in travelling to and from work. For the purposes of this subclause, excess travel costs do not include payment for travelling time or expenses incurred while not travelling to and from block release training.</p> <p>(g) The amount payable by an employer under clause 12.5(e) may be reduced by an amount the apprentice is eligible to receive for travel costs to attend block release training under a Government apprentice assistance scheme. This will only apply if an apprentice has either received such assistance or their employer has advised them in writing of the availability of such assistance.</p> <p>(h) All training fees charged by an RTO for prescribed courses and the cost of all prescribed textbooks (excluding those textbooks which are available in the employer's technical library) for the apprenticeship, which are paid by an apprentice, shall be reimbursed by the employer within six months of the commencement of the apprenticeship or the relevant stage of the training provided by the RTO, whichever is the later, unless there is unsatisfactory progress.</p> <p>(i) An employer may meet its obligations under clause 12.5(h) by paying any fees and/or cost of textbooks directly to the RTO.</p> <p>(j) Time spent by an apprentice in attending any training and/or assessment specified in, or associated with, the training contract is to be regarded as time worked for the employer for the purposes of calculating the apprentice's wages and determining the apprentice's employment conditions. This subclause operates subject to the provisions of Schedule C—School-based Apprentices.</p> <p>(k) No apprentice will, except in an emergency, work or be required to work overtime or shiftwork at times which would prevent their attendance at training consistent with their training contract.</p>	<p>(where necessary) and reasonable expenses incurred while travelling, including meals, which exceed those incurred in travelling to and from work. For the purposes of this subclause, excess travel costs do not include payment for travelling time or expenses incurred while not travelling to and from block release training.</p> <p>12.7 The amount payable by an employer under clause 12.5 may be reduced by an amount the apprentice is eligible to receive for travel costs to attend block release training under a Government apprentice assistance scheme. This will only apply if an apprentice has either received such assistance or their employer has advised them in writing of the availability of such assistance.</p> <p>12.8 All training fees charged by an RTO for prescribed courses and the cost of all prescribed textbooks (excluding those textbooks which are available in the employer's technical library) for the apprenticeship, which are paid by an apprentice, shall be reimbursed by the employer within six months of the commencement of the apprenticeship or the relevant stage of the training provided by the RTO, whichever is the later, unless there is unsatisfactory progress.</p> <p>12.9 An employer may meet its obligations under clause 12.8 by paying any fees and/or cost of textbooks directly to the RTO.</p> <p>12.10 Time spent by an apprentice in attending any training and/or assessment specified in, or associated with, the training contract is to be regarded as time worked for the employer for the purposes of calculating the apprentice's wages and determining the apprentice's employment conditions. Clause 12.10 operates subject to the provisions of Schedule D—School-based Apprentices.</p> <p>12.11 No apprentice will, except in an emergency, work or be required to work overtime or shiftwork at times which would prevent their attendance at training consistent with their training contract.</p>
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<p>12.6 Junior employees See clause 18—Junior employee minimum wages.</p>	<p>13. Junior employees See clause 19.5—Junior employee minimum wages.</p>
<p><i>Clause inserted – proposed new provision</i></p>	<p>14. Classifications A description of the classifications under this award is set out in Schedule A—Skill Level Descriptions.</p>
<p>13. Termination of employment <i>Provision not reproduced - no change</i> ... 13.3 Job search entitlement <i>Clauses 13.3 and 14.4 moved to clause 37</i></p>	<p>Part 8—Termination of Employment and Redundancy 33. Termination of employment <i>Provision not reproduced - no change</i> <i>Clauses 13.3 and 14.4 moved to clause 37</i></p>
<p>14. Redundancy <i>Provision not reproduced - no change</i> 14.2 Transfer to lower paid duties 14.3 Employee leaving during notice period 14.4 Job search entitlement</p>	<p>34. Redundancy <i>Provision not reproduced – no change other than renumbering of clause and clause titles</i> 35. Transfer to lower paid job on redundancy 36. Employee leaving during redundancy notice period 37. Job search entitlement</p>
<p>14.5 Transitional provisions - NAPSA employees 14.6 Transitional provisions – Division 2B State employees</p>	<p><i>Transitional provisions – clauses removed – obsolete</i></p>
<p>Part 4—Minimum Wages and Related Matters 15. Classifications and minimum wages 15.1 Salaries Employees must be paid the rate of salary appropriate to their designated skill level as set out below.</p>	<p>Part 4—Wages and Allowances 19. Minimum wages 19.1 Minimum wages Adult employees must be paid the rate appropriate to their designated skill level as set out below.</p>

(a) Technical services officers		(a) Technical services officers		
Classification	Per annum	Classification	Minimum annual rate	Minimum hourly rate
	\$		\$	\$
Technical services assistant	38,377	Technical services assistant	38,377	19.36
Technical services officer Level 1	39,893	Technical services officer Level 1	39,893	20.12
Technical services officer Level 2	41,292	Technical services officer Level 2	41,292	20.83
Technical services officer Level 3	43,967	Technical services officer Level 3	43,967	22.18
Technical services officer Level 4	46,584	Technical services officer Level 4	46,584	23.50
Technical services officer Level 5	47,659	Technical services officer Level 5	47,659	24.04
Technical services officer Level 6	49,054	Technical services officer Level 6	49,054	24.75
Technical services officer Level 7	51,736	Technical services officer Level 7	51,736	26.10
Technical services officer Level 8	53,131	Technical services officer Level 8	53,131	26.80
Technical services officer Level 9	57,328	Technical services officer Level 9	57,328	28.92
Technical services officer Level 10	61,525	Technical services officer Level 10	61,525	31.04
(b) Administrative services officers		(b) Administrative services officers		
Classification	Per annum	Classification	Minimum annual rate	Minimum hourly rate
	\$		\$	\$
Administrative services officer Level 1	37,536	Administrative services officer Level 1	37,536	18.94
Administrative services officer Level 2	42,425			

Administrative services officer Level 3	46,296	Administrative services officer Level 2	42,425	21.40
Administrative services officer Level 4	49,813	Administrative services officer Level 3	46,296	23.35
Administrative services officer Level 5	54,310	Administrative services officer Level 4	49,813	25.13
Administrative services officer Level 6	60,226	Administrative services officer Level 5	54,310	27.40
Administrative services officer Level 7	64,915	Administrative services officer Level 6	60,226	30.38
		Administrative services officer Level 7	64,915	32.75
(c) Ground services officers		(c) Ground services officers		
Classification	Per annum	Classification	Minimum annual rate	Minimum hourly rate
	\$		\$	\$
Ground services officer Level 1	35,582	Ground services officer Level 1	35,582	17.95
Ground services officer Level 2	36,416	Ground services officer Level 2	36,416	18.37
Ground services officer Level 3	37,253	Ground services officer Level 3	37,253	18.79
Ground services officer Level 4	38,377	Ground services officer Level 4	38,377	19.36
Ground services officer Level 5	39,893	Ground services officer Level 5	39,893	20.12
Ground services officer Level 6	41,292	Ground services officer Level 6	41,292	20.83
Ground services officer Level 7	42,574	Ground services officer Level 7	42,574	21.48
Ground services officer Level 8	43,410			

<table border="1"> <tr> <td>Ground services officer Level 9</td> <td>43,967</td> </tr> <tr> <td>Ground services officer Level 10</td> <td>44,528</td> </tr> <tr> <td>Ground services officer Level 11</td> <td>45,369</td> </tr> </table>	Ground services officer Level 9	43,967	Ground services officer Level 10	44,528	Ground services officer Level 11	45,369	<table border="1"> <tr> <td>Ground services officer Level 8</td> <td>43,410</td> <td>21.90</td> </tr> <tr> <td>Ground services officer Level 9</td> <td>43,967</td> <td>22.18</td> </tr> <tr> <td>Ground services officer Level 10</td> <td>44,528</td> <td>22.46</td> </tr> <tr> <td>Ground services officer Level 11</td> <td>45,369</td> <td>22.89</td> </tr> </table>	Ground services officer Level 8	43,410	21.90	Ground services officer Level 9	43,967	22.18	Ground services officer Level 10	44,528	22.46	Ground services officer Level 11	45,369	22.89																									
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<p>15.2 Skill level descriptions</p> <p>The skill level descriptions are set out in Schedule B.</p>	<p>19.2 Skill level descriptions</p> <p>The skill level descriptions are set out in Schedule A.</p>																																											
<p>16. Apprentice minimum wages</p> <p>16.1 Apprentice minimum wages</p> <p>(a) Apprentices who are under 21 years of age and commenced before</p>	<p>19.3 Apprentice minimum wages</p> <p>(a) Apprentice minimum wages</p> <p>(i) Apprentices who are under 21 years of age and commenced</p>																																											

1 January 2014 must be paid an award salary, calculated to the nearest dollar, as the appropriate percentage indicated below of the minimum salary of a Technical services officer Level 1. Where the age and year of service produce different percentages, the higher percentage will apply:

Age or length of service as an apprentice	Percentage of the standard rate
	%
Under 18 or 1st year	42
At 18 or 2nd year	55
At 19 or 3rd year	75
At 20 or 4th year	88

their apprenticeship before 1 January 2014 must be paid minimum wages, calculated to the nearest dollar, at the appropriate percentage indicated below of the minimum wage of a Technical services officer Level 1. Where the age and year of service produce different percentages, the higher percentage will apply:

Age or length of service as an apprentice	Percentage of the standard rate
	%
Under 18 or 1st year	42
At 18 or 2nd year	55
At 19 or 3rd year	75
At 20 or 4th year	88

(b) Apprentices who commenced on their apprenticeship or after 1 January 2014 and are under 21 years of age must be paid an award salary, calculated to the nearest dollar, as the appropriate percentage indicated below of the minimum salary of a Technical services officer Level 1. Where the age and year of service produce different percentages, the higher percentage will apply.

Age or length of service as an apprentice	Percentage of the standard rate for apprentices who have not completed Year 12	Percentage of the standard rate for apprentices who have finished year 12
	%	%
Under 18 or 1st year	50	55
At 18 or 2nd year	60	65
At 19 or 3rd year	75	75

(ii) Apprentices who commenced their apprenticeship on or after 1 January 2014 and are under 21 years of age must be paid minimum wages, calculated to the nearest dollar, at the appropriate percentage indicated below of the minimum rate of a Technical services officer Level 1. Where the age and year of service produce different percentages, the higher percentage will apply.

Age or length of service as an apprentice	Percentage of the standard rate for apprentices who have not completed Year 12	Percentage of the standard rate for apprentices who have completed year 12
	%	%
Under 18 or 1st year	50	55

<p>At 20 or 4th year 88 88</p>	<table border="1"> <tr> <td data-bbox="1375 89 1659 161">At 18 or 2nd year</td> <td data-bbox="1659 89 1906 161">60</td> <td data-bbox="1906 89 2123 161">65</td> </tr> <tr> <td data-bbox="1375 161 1659 233">At 19 or 3rd year</td> <td data-bbox="1659 161 1906 233">75</td> <td data-bbox="1906 161 2123 233">75</td> </tr> <tr> <td data-bbox="1375 233 1659 300">At 20 or 4th year</td> <td data-bbox="1659 233 1906 300">88</td> <td data-bbox="1906 233 2123 300">88</td> </tr> </table>	At 18 or 2nd year	60	65	At 19 or 3rd year	75	75	At 20 or 4th year	88	88
At 18 or 2nd year	60	65								
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At 20 or 4th year	88	88								
<p>16.2 School-based apprentices See Schedule C</p>	<p><i>Clause removed</i></p>									
<p>17. Adult apprentice minimum wages</p> <p>17.1 The salary of an adult apprentice who commenced before 1 January 2014 must be the rate prescribed by clause 16—Apprentice minimum wages for the relevant year of the apprenticeship.</p> <p>17.2 The salary of an adult apprentice who commenced on or after 1 January 2014 and is in the first year of their apprenticeship must be 80% of the standard rate or the rate prescribed by clause 16—Apprentice minimum wages for the relevant year of apprenticeship, whichever is greater.</p> <p>17.3 The salary of an adult apprentice who commenced on or after 1 January 2014 and is in the second and subsequent years of their apprenticeship must be the rate for the lowest adult classification in clause 15.1—Salaries or the rate prescribed by clause 16—Apprentice minimum wages for the relevant year of apprenticeship, whichever is the greater.</p> <p>17.4 Provided that where a person was employed by the employer prior to becoming an adult apprentice, such person must not suffer a reduction in the rate of salary by virtue of becoming indentured.</p> <p>17.5 For the purpose only of fixing a salary, the adult apprentice must continue to receive the rate of salary that is from time to time applicable to the classification or class of work in which they were engaged immediately prior to entering the indenture.</p>	<p>19.4 Adult apprentice minimum wages</p> <p>(a) The minimum wage of an adult apprentice who commenced their apprenticeship before 1 January 2014 must be the rate prescribed by clause 19.3—Apprentice minimum wages for the relevant year of the apprenticeship.</p> <p>(b) The minimum wage of an adult apprentice who commenced on or after 1 January 2014 and is in the first year of their apprenticeship must be 80% of the standard rate or the rate prescribed by clause 19.3—Apprentice minimum wages for the relevant year of apprenticeship, whichever is greater.</p> <p>(c) The minimum wage of an adult apprentice who commenced on or after 1 January 2014 and is in the second and subsequent years of their apprenticeship must be the rate for the lowest adult classification in clause 19.1—Minimum wages or the rate prescribed by clause 19.3—Apprentice minimum wages for the relevant year of apprenticeship, whichever is the greater.</p> <p>(d) Provided that where a person was employed by the employer prior to becoming an adult apprentice, such person must not suffer a reduction in the minimum wage by virtue of becoming indentured.</p> <p>(e) For the purpose only of fixing a minimum wage, the adult apprentice must continue to receive the minimum rate that is from time to time applicable to the classification or class of work in which they were engaged immediately prior to entering the indenture.</p>									

18. Junior employee minimum wages

An unapprenticed junior must be paid a salary calculated to the nearest dollar, at the percentage specified by age as follows of the minimum adult salary applicable to their classification.

Age of employees	Percentage of adult salary
	%
Under 18 years	60
At 18 years	70
At 19 years	81
At 20 years	91

19.5 Junior employee minimum wages

An unapprenticed junior must be paid a minimum wage calculated to the nearest dollar, at the percentage specified by age as follows of the adult minimum wage applicable to their classification.

Age of employees	Percentage of adult minimum wage
	%
Under 18 years	60
At 18 years	70
At 19 years	81
At 20 years	91

19. Supported wage system

See Schedule D

19.8 Supported wage system

For employees who because of the effects of a disability are eligible for a supported wage, see Schedule E—Supported Wage System.

20. National training wage

See Schedule E

19.9 National training wage

For employees undertaking a traineeship, see Schedule F—National Training Wage.

21. Allowances

Clause inserted – proposed new provision

20. Allowances

20.1 Employers must pay to an employee the allowances the employee is entitled to under this clause. See Schedule C for a summary of monetary allowances and method of adjustment.

21.1 Special rates

(a) Disability allowance

(i) An allowance of 0.1% of the standard rate per hour must be paid to Technical services officers or Ground services officers for the period in which they are engaged in work in

20.2 Wage related allowances

(a) Disability allowance

(i) An allowance of **\$0.77** per hour must be paid to Technical services officers or Ground services officers for the period in which they are engaged in work in which they experience any

<p>which they experience any of the following disabilities:</p> <ul style="list-style-type: none"> • chokage, i.e. clearing stoppage in soil or waste pipes, and repairing or putting in proper order such pipes; • the use of materials which include epoxy resin or other similar substances which produce seriously obnoxious fumes, including joining of optical fibre cabling; • confined spaces, i.e. a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation; • working at heights of 15 metres or more directly above the nearest horizontal plane; • work of an unusually dirty or offensive nature, e.g. collection and disposal of garbage, clearing sewerage spills or working at sewerage treatment works; • working with hot bitumen or asphalt; • handling loose slag wool, loose insulwool or other material of a like nature used for providing insulation; • operating explosive powered tools; • working for more than one hour in places where, as a result of artificial means, the temperature is below 0°C or above 46°C; • working for more than two hours in temperature exceeding 54°C; and • working in any place where water is continually dripping on the employee so that clothing and boots become wet or where there is water underfoot, unless the employer has been provided with suitable protective clothing and/or footwear. <p>(ii) Where an employee claims chokage, payment of the allowance must continue for the remainder of the day</p>	<p>of the following disabilities:</p> <ul style="list-style-type: none"> • chokage, i.e. clearing stoppage in soil or waste pipes, and repairing or putting in proper order such pipes; • the use of materials which include epoxy resin or other similar substances which produce seriously obnoxious fumes, including joining of optical fibre cabling; • confined spaces, i.e. a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation; • working at heights of 15 metres or more directly above the nearest horizontal plane; • work of an unusually dirty or offensive nature, e.g. collection and disposal of garbage, clearing sewerage spills or working at sewerage treatment works; • working with hot bitumen or asphalt; • handling loose slag wool, loose insulwool or other material of a like nature used for providing insulation; • operating explosive powered tools; • working for more than one hour in places where, as a result of artificial means, the temperature is below 0°C or above 46°C; • working for more than two hours in temperature exceeding 54°C; and • working in any place where water is continually dripping on the employee so that clothing and boots become wet or where there is water underfoot, unless the employer has been provided with suitable protective clothing and/or footwear. <p>(ii) Where an employee claims chokage, payment of the allowance must continue for the remainder of the day claimed.</p> <p>(iii) An employee engaged inside a confined space being a boiler</p>
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<p>claimed.</p> <ul style="list-style-type: none"> (iii) An employee engaged inside a confined space being a boiler in cleaning or scraping work must be paid an allowance of 0.23% of the standard rate per hour whilst so engaged. (iv) The maximum disability allowance which can be claimed for any one hour is 0.15% of the standard rate, except for circumstances where staff are being paid confined spaces for cleaning or scraping boilers, and in such spaces the maximum disability allowance claimed for any one hour must be 0.23% of the standard rate. (v) To be eligible for payment under this clause, an employee must spend a reasonable amount of time working with the disability. Eligibility for the allowance must be approved by the relevant supervisor. (vi) The allowances prescribed in this clause must be paid irrespective of the times at which work is performed and will not be subject to any premium or penalty additions. (vii) These allowances will not be payable on public holidays, annual leave, sick leave or any other approved leave. 	<ul style="list-style-type: none"> in cleaning or scraping work must be paid an allowance of \$1.76 per hour whilst so engaged. (iv) The maximum disability allowance which can be claimed for any one hour is \$1.15, except for circumstances where staff are being paid confined spaces for cleaning or scraping boilers, and in such spaces the maximum disability allowance claimed for any one hour must be \$1.76. (v) To be eligible for payment under clause 20.2(a), an employee must spend a reasonable amount of time working with the disability. Eligibility for the allowance must be approved by the relevant supervisor. (vi) The allowances prescribed in clause 20.2(a) must be paid irrespective of the times at which work is performed and will not be subject to any premium or penalty additions. (vii) These allowances will not be payable on public holidays, annual leave, sick leave or any other approved leave.
<ul style="list-style-type: none"> (b) Plumbers registration allowance A plumber who is registered with the appropriate State or Territory authority must be paid an additional amount of 3.9% of the standard rate per week. (c) Plumbers licence allowance A plumber who is classified in accordance with the criteria set out in clause 15—Classifications and minimum wages, and Schedule B—Skill Level Descriptions will receive no additional payment by way of licence allowance. 	<ul style="list-style-type: none"> (b) Plumbers allowances <ul style="list-style-type: none"> (i) Registration allowance A plumber who is registered with the appropriate State or Territory authority must be paid an additional amount of \$29.92 per week. (ii) Licence allowance A plumber who is classified in accordance with the criteria set out in clause 19—Minimum wages, and Schedule A—Skill Level Descriptions will receive no additional payment by way of licence allowance.
<p>21.2 Others</p> <ul style="list-style-type: none"> (a) First aid allowance 	<ul style="list-style-type: none"> (c) First aid allowance If an employee is appointed by their employer to perform first aid

<p>If an employee is appointed by their employer to perform first aid duty and holds a current first aid qualification from St John Ambulance or a similar body, the employee is entitled to an allowance at the rate of 2% of the standard rate per week.</p>	<p>duty and holds a current first aid qualification from St John Ambulance or a similar body, the employee is entitled to an allowance at the rate of \$15.34 per week.</p>																
<p>(b) Tool allowance</p> <p>Where the employer does not provide all tools necessary for the performance of duties, the employer must pay tradespersons the following allowance per week:</p> <table border="1" data-bbox="271 469 672 767"> <thead> <tr> <th>Tradesperson</th> <th>\$</th> </tr> </thead> <tbody> <tr> <td>Carpenter/Plumber</td> <td>20.13</td> </tr> <tr> <td>Electrician/Mechanic</td> <td>14.57</td> </tr> <tr> <td>Painter</td> <td>4.97</td> </tr> </tbody> </table>	Tradesperson	\$	Carpenter/Plumber	20.13	Electrician/Mechanic	14.57	Painter	4.97	<p>20.3 Expense related allowances</p> <p>(a) Tool allowance</p> <p>Where the employer does not provide all tools necessary for the performance of duties, the employer must pay tradespersons the following allowance:</p> <table border="1" data-bbox="1294 501 1756 842"> <thead> <tr> <th>Tradesperson</th> <th>\$ per week</th> </tr> </thead> <tbody> <tr> <td>Carpenter/Plumber</td> <td>20.13</td> </tr> <tr> <td>Electrician/Mechanic</td> <td>14.57</td> </tr> <tr> <td>Painter</td> <td>4.97</td> </tr> </tbody> </table>	Tradesperson	\$ per week	Carpenter/Plumber	20.13	Electrician/Mechanic	14.57	Painter	4.97
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Electrician/Mechanic	14.57																
Painter	4.97																
<p>21.3 Reimbursement for uniforms/protective clothing</p> <p>(a) Issue of uniforms/protective clothing</p> <p>Where an employer requires an employee to wear any special clothing such as uniforms, protective clothing, footwear, safety glasses or other equipment, the employer must reimburse the employee for the cost of purchasing such special clothing.</p> <p>This clause will not apply where the special clothing is paid for by the employer. Where special clothing is supplied by the employer without cost to the employee, such clothing will remain the property of the employer.</p>	<p>(b) Reimbursement for uniforms/protective clothing</p> <p>(i) Issue of uniforms/protective clothing</p> <p>Where an employer requires an employee to wear any special clothing such as uniforms, protective clothing, footwear, safety glasses or other equipment, the employer must reimburse the employee for the cost of purchasing such special clothing.</p> <p>Clause 20.3(b) will not apply where the special clothing is paid for by the employer. Where special clothing is supplied by the employer without cost to the employee, such clothing will remain the property of the employer.</p>																
<p>(b) Damage to clothing, spectacles, hearing aids or tools</p> <p>Compensation to the extent of the damage sustained must be made by the employer where in the course of work clothing, spectacles,</p>	<p>(ii) Damage to clothing, spectacles, hearing aids or tools</p> <p>Compensation to the extent of the damage sustained must be made by the employer where in the course of work clothing,</p>																

<p>hearing aids or tools of an employee are damaged or destroyed by fire or process substances, provided that the employer's liability in respect of tools will be limited to such tools as the employee is ordinarily required to provide for the performance of work.</p>	<p>spectacles, hearing aids or tools of an employee are damaged or destroyed by fire or process substances, provided that the employer's liability in respect of tools will be limited to such tools as the employee is ordinarily required to provide for the performance of work.</p>
<p>(c) Case hardened prescription lenses</p> <p>Where the employer requires an employee to wear case hardened prescription lenses, the employer must pay the costs associated with case hardening plus the cost of minimum standard appropriate frames. In the case of damage to such spectacles during the course of work, the employer will be liable for the cost of replacement.</p>	<p>(iii) Case hardened prescription lenses</p> <p>Where the employer requires an employee to wear case hardened prescription lenses, the employer must pay the costs associated with case hardening plus the cost of minimum standard appropriate frames. In the case of damage to such spectacles during the course of work, the employer will be liable for the cost of replacement.</p>
<p>21.4 Travel allowance</p> <p>An employee who travels to an airport to perform:</p> <p>(a) duty as ordinary time or overtime which commences or ceases between 7.00 pm and 7.00 am; or</p> <p>(b) overtime where the employee has been recalled after leaving the airport at the conclusion of their ordinary hours,</p> <p>will be entitled to an allowance of \$5.53 in respect of each such event.</p>	<p>(c) Travel allowance</p> <p>An employee will be entitled to an allowance of \$5.53 on each occasion the employee travels to an airport to perform:</p> <p>(i) duty as ordinary time or overtime which commences or ceases between 7.00 pm and 7.00 am; or</p> <p>(ii) overtime where the employee has been recalled after leaving the airport at the conclusion of their ordinary hours.</p>
<p>21.5 Remote localities allowances and reimbursements</p> <p>(a) District allowance</p> <p>(i) For the purposes of this clause, a dependant means a person who is totally or partially dependent on an employee, who resides with the employee and/or whose income is less than the national minimum wage.</p> <p>(ii) An employee who is employed at an airport listed below must be paid an annual allowance as specified for the disabilities incurred when working at these localities:</p>	<p>20.2 Wage related allowances</p> <p>...</p> <p>(d) District allowance</p> <p>(i) For the purposes of this clause, a dependant means a person who is totally or partially dependent on an employee, who resides with the employee and/or whose income is less than the national minimum wage.</p> <p>(ii) An employee who is employed at an airport listed below must be paid an annual allowance as specified for the disabilities incurred when working at these localities:</p>

	Employees with dependants	Employees without dependants			Employees with dependants	Employees without dependants
	Percentage of the standard rate	Percentage of the standard rate		\$ per annum		
	%	%		Alice Springs	2754.14	1503.65
Townsville	149	75		Darwin	2754.14	1503.65
Mt Isa	359	196		Mt Isa	2754.14	1503.65
Alice Springs	359	196		Tennant Creek	5485.27	3390.89
Darwin	359	196		Townsville	1143.08	575.38
Yulara	359	196		Yulara	2754.14	1503.65
Tennant Creek	715	442				
(iii)	District allowance must be paid when an employee is absent on annual leave or travelling or relieving while temporarily stationed at a locality other than their normal locality.			(iii)	District allowance must be paid when an employee is absent on annual leave or travelling or relieving while temporarily stationed at a locality other than their normal locality.	
(b) Reimbursement of airfares			20.3 Expense related allowances			
(i)	For the purposes of this clause, dependant will have the same meaning as in clause 21.5(a)(i) and the term capital city will mean the capital city nearest the locality, except in the Northern Territory, where the nearest capital city will be Adelaide.		...	(d) Reimbursement of airfares		
(ii)	An employee engaged at a remote locality other than Townsville listed in clause 21.5(a)(ii) will be entitled to reimbursement of the cost of one return airfare reasonably incurred by the employee and/or an eligible dependant after each completed year of employment at the locality. At Townsville, reimbursement will occur once after every two completed years of employment.			(i)	For the purposes of this clause, dependant will have the same meaning as in clause 20.2(d)(i) and the term capital city will mean the capital city nearest the locality, except in the Northern Territory, where the nearest capital city will be Adelaide.	
				(ii)	An employee engaged at a remote locality listed in clause 20.2(d)(ii) who reasonably incurs airfare costs during a period of approved leave will be entitled to reimbursement for one return airfare incurred by the employee and/or an eligible dependent:	

<p>Provided that the costs incurred by the employee are during a period of approved leave.</p> <p>(iii) Reimbursement must be an amount equivalent to the cost of a return airfare reasonably incurred between the locality and nearest capital city, subject to clauses 21.5(b)(iv) and (v).</p> <p>(iv) Provided that an employee or eligible dependant who travels to a destination other than the nearest capital city will be reimbursed either the reasonable costs incurred in respect of such travel or the cost of return airfares reasonably incurred to the nearest capital city, whichever is the lesser.</p> <p>(v) An employee or eligible dependant may travel other than by air where prior approval is granted by the airport manager or general manager. An employee or eligible dependant who travels other than by air to either the nearest capital city or other destination will be entitled to an amount equal to the lesser of the cost of a return airfare reasonably incurred, motor vehicle allowance or the cost reasonably incurred in respect of such travel.</p>	<ul style="list-style-type: none"> • A remote locality other than Townsville—the cost of one return airfare after each completed year of service at the locality; or • Townsville—the cost of one return airfare after every two years of completed service. <p>(iii) Reimbursement must be an amount equivalent to the cost of a return airfare reasonably incurred between the locality and nearest capital city, subject to clauses 20.3(d)(iv) and (v).</p> <p>(iv) An employee or eligible dependant who travels to a destination other than the nearest capital city will be reimbursed either the reasonable costs incurred in respect of such travel or the cost of return airfares reasonably incurred to the nearest capital city, whichever is the lesser.</p> <p>(v) An employee or eligible dependant may travel other than by air where prior approval is granted by the airport manager or general manager. An employee or eligible dependant who travels other than by air to either the nearest capital city or other destination will be entitled to an amount equal to the lesser of:</p> <ul style="list-style-type: none"> • the cost of a return airfare reasonably incurred; • the motor vehicle allowance; or • the cost reasonably incurred in respect of such travel.
<p>(c) Medical, specialist medical or emergency dental treatment fares</p> <p>(i) An employee engaged at a remote locality listed in clause 21.5(a)(ii) will be entitled to reimbursement of the cost of fares reasonably incurred by the employee and/or eligible dependants in relation to the removal of the employee or dependant for medical, specialist medical or emergency dental treatment where there is no resident medical practitioner, specialist medical practitioner or dentist at the locality.</p> <p>(ii) Provided that reimbursement of the cost of fares reasonably</p>	<p>(e) Medical, specialist medical or emergency dental treatment fares</p> <p>(i) An employee engaged at a remote locality listed in clause 20.2(d)(ii) will be entitled to reimbursement of the cost of fares reasonably incurred by the employee and/or eligible dependants in relation to the removal of the employee or dependant for medical, specialist medical or emergency dental treatment where there is no resident medical practitioner, specialist medical practitioner or dentist at the locality.</p> <p>(ii) Provided that reimbursement of the cost of fares reasonably incurred must only be authorised by the airport manager or</p>

incurred must only be authorised by the airport manager or general manager for travel to the nearest place where treatment can be given and subject to the employee supplying a statement from a duly qualified medical practitioner or dentist stating the problem and that removal for treatment was necessary.

general manager for travel to the nearest place where treatment can be given and subject to the employee supplying a statement from a duly qualified medical practitioner or dentist stating the problem and that removal for treatment was necessary.

(d) Reimbursement of air conditioning expenses

(i) Entitlement

- An employee located at Tennant Creek Airport, who resides in a dwelling owned by the employer or in temporary accommodation in which refrigerative air conditioning is installed, and is responsible for the payment of charges listed on an acceptable account will be entitled to a reimbursement for the subsidy period from 1 November to 31 March inclusive, calculated in accordance with the provisions of this clause.
- Where the acceptable account falls entirely within the subsidy period, the reimbursement must be a percentage of the total charges as follows:
 - 1 room air conditioner–50%
 - 2 room air conditioners–65%
 - 3 room air conditioners–70%
 - 85% of the total charges where a separate metre which only records the electricity consumption of the air conditioning system is installed.
- Where the period covered by the acceptable account falls partly outside the subsidy period, the reimbursement must be calculated by multiplying the percentage of the total charge payable in accordance with clause 21.5(d)(i) by the following formula:

$$(2 \times A) / (A + B)$$

(f) Reimbursement of air conditioning expenses

- (i)** An employee located at Tennant Creek Airport, who resides in a dwelling owned by the employer or in temporary accommodation in which refrigerative air conditioning is installed, and is responsible for the payment of charges listed on an acceptable account will be entitled to a reimbursement for the subsidy period from 1 November to 31 March inclusive, calculated in accordance with the provisions of this clause.
- (ii)** Where the acceptable account falls entirely within the subsidy period, the reimbursement must be a percentage of the total charges as follows:

	% of total charges
1 room air conditioner	50
2 room air conditioners	65
3 room air conditioners	70
Where separate meter only records electricity consumption of the air conditioning system is installed	85

- (iii)** Where the period covered by the acceptable account falls partly outside the subsidy period, the reimbursement must be calculated by multiplying the percentage of the total charge payable in accordance with clauses 20.3(f)(ii) by the following formula:

$$(2 \times A) / (A + B)$$

<p>Where:</p> <p>A = the number of days within the period of the acceptable account that lies within the relevant subsidy period; and</p> <p>B = the number of days within the period covered by the acceptable account.</p> <p>(ii) Definitions</p> <ul style="list-style-type: none"> • Room air conditioner means a single refrigerative air conditioning unit mounted in the wall or window of the room to which it provides cool air. • Total charge means the sum of all charges for the normal supply and consumption of electricity, but does not include charges for connection, disconnection or reconnection of supply, overdue charges or other charges or adjustments not associated with the normal supply and consumption of electricity. 	<p>Where:</p> <p>A = the number of days within the period of the acceptable account that lies within the relevant subsidy period; and</p> <p>B = the number of days within the period covered by the acceptable account.</p> <p>(iv) Room air conditioner means a single refrigerative air conditioning unit mounted in the wall or window of the room to which it provides cool air.</p> <p>(v) Total charge means the sum of all charges for the normal supply and consumption of electricity, but does not include charges for connection, disconnection or reconnection of supply, overdue charges or other charges or adjustments not associated with the normal supply and consumption of electricity.</p>								
<p><i>Clause inserted – proposed new provision</i></p>	<p>(g) Overtime meal allowance</p> <p>See clause 22.10 for overtime meal allowance.</p>								
<p>21.6 Adjustment of expense related allowances</p> <p>(a) At the time of any adjustment to the standard rate, each expense related allowance will be increased by the relevant adjustment factor. The relevant adjustment factor for this purpose is the percentage movement in the applicable index figure most recently published by the Australian Bureau of Statistics since the allowance was last adjusted.</p> <p>(b) The applicable index figure is the index figure published by the Australian Bureau of Statistics for the Eight Capitals Consumer Price Index (Cat No. 6401.0), as follows:</p> <table border="1" data-bbox="268 1340 985 1484"> <thead> <tr> <th>Allowance</th> <th>Applicable Consumer Price Index figure</th> </tr> </thead> <tbody> <tr> <td>Meal allowance</td> <td>Take away and fast foods sub-group</td> </tr> </tbody> </table>	Allowance	Applicable Consumer Price Index figure	Meal allowance	Take away and fast foods sub-group	<p>C.2.1 Adjustment of expense related allowances</p> <p>At the time of any adjustment to the standard rate, each expense related allowance will be increased by the relevant adjustment factor. The relevant adjustment factor for this purpose is the percentage movement in the applicable index figure most recently published by the Australian Bureau of Statistics since the allowance was last adjusted.</p> <p>C.2.2 The applicable index figure is the index figure published by the Australian Bureau of Statistics for the Eight Capitals Consumer Price Index (Cat No. 6401.0), as follows:</p> <table border="1" data-bbox="1209 1292 2105 1428"> <thead> <tr> <th>Allowance</th> <th>Applicable Consumer Price Index figure</th> </tr> </thead> <tbody> <tr> <td>Meal allowance</td> <td>Take away and fast foods sub-group</td> </tr> </tbody> </table>	Allowance	Applicable Consumer Price Index figure	Meal allowance	Take away and fast foods sub-group
Allowance	Applicable Consumer Price Index figure								
Meal allowance	Take away and fast foods sub-group								
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<p>Tool allowance Tools and equipment for house and garden component of the household appliances, utensils and tools sub-group</p> <p>Travel allowance Private motoring sub-group</p>	<table border="1"> <tr> <td data-bbox="1227 89 1451 225">Tool allowance</td> <td data-bbox="1451 89 2114 225">Tools and equipment for house and garden component of the household appliances, utensils and tools sub-group</td> </tr> <tr> <td data-bbox="1227 225 1451 293">Travel allowance</td> <td data-bbox="1451 225 2114 293">Private motoring sub-group</td> </tr> </table>	Tool allowance	Tools and equipment for house and garden component of the household appliances, utensils and tools sub-group	Travel allowance	Private motoring sub-group		
Tool allowance	Tools and equipment for house and garden component of the household appliances, utensils and tools sub-group						
Travel allowance	Private motoring sub-group						
<p>21.7 Extra rates not cumulative</p> <p>Extra rates in this award, except rates prescribed in clauses 21.1 and 36—Public holidays and Sunday work, are not cumulative so as to exceed the maximum of double the ordinary rates.</p>	<p>20.2 Wage related allowances</p> <p>.....</p> <p>(e) Extra rates not cumulative</p> <p>Extra rates in this award, except rates prescribed in clauses 20.2(a), 20.2(b) and 27—Public holidays and Sunday work, are not cumulative so as to exceed the maximum of 200% of the minimum hourly rate.</p>						
<p>22. District allowances</p> <p>23. Accident pay</p>	<p><i>Transitional provisions - clauses removed - obsolete</i></p>						
<p>24. Higher duties</p> <p>24.1 An employee whose normal salary does not exceed the maximum salary for Administrative services officer Level 5 who is engaged for more than four hours during one day or shift on duties carrying a higher rate than their ordinary classification must be paid the higher rate for such day or shift. If an employee is so engaged for four hours or less during one day or shift they must be paid the higher rate for time so worked, provided the time involved exceeds one hour.</p> <p>24.2 An employee whose normal salary exceeds the maximum salary for an Administrative services officer Level 5 who is engaged for one week or more on duties carrying the higher rate than their ordinary classification may be paid the higher rate for such time.</p> <p>24.3 An employee who temporarily performs the duties of a position carrying a higher rate than their own classification but does not perform all the duties of that position may be paid an allowance of such amount and subject to such conditions as the employer determines.</p> <p>24.4 An allowance paid under this clause will be regarded as salary for the</p>	<p>19.7 Higher duties</p> <p>(a) An employee whose normal wage does not exceed the maximum rate for Administrative services officer Level 5 who is engaged on duties carrying a higher rate than their ordinary classification must be paid:</p> <table border="1" data-bbox="1294 954 2092 1232"> <thead> <tr> <th data-bbox="1303 960 1697 1059">Time per day or shift on duties carrying a higher rate</th> <th data-bbox="1697 960 2083 1059">Payment</th> </tr> </thead> <tbody> <tr> <td data-bbox="1303 1059 1697 1129">More than 4 hours</td> <td data-bbox="1697 1059 2083 1129">Higher rate for the day or shift</td> </tr> <tr> <td data-bbox="1303 1129 1697 1232">1–4 hours</td> <td data-bbox="1697 1129 2083 1232">Higher rate for time worked on higher duties</td> </tr> </tbody> </table> <p>(b) An employee whose normal wage exceeds the maximum rate for an Administrative services officer Level 5 who is engaged for one week or more on duties carrying the higher rate than their ordinary classification may be paid the higher rate for such time.</p> <p>(c) An employee who temporarily performs the duties of a position carrying a higher rate than their own classification but does not</p>	Time per day or shift on duties carrying a higher rate	Payment	More than 4 hours	Higher rate for the day or shift	1–4 hours	Higher rate for time worked on higher duties
Time per day or shift on duties carrying a higher rate	Payment						
More than 4 hours	Higher rate for the day or shift						
1–4 hours	Higher rate for time worked on higher duties						

<p>purposes of calculating overtime and penalty payments.</p>	<p>perform all the duties of that position may be paid an allowance of such amount and subject to such conditions as the employer determines.</p> <p>(d) An allowance paid under this clause will be regarded as part of the minimum wage for the purposes of calculating overtime and penalty payments.</p>
<p>25. Payment of wages</p> <p>All money payable under this award must be paid fortnightly by electronic transfer of funds into an account with a bank or other recognised financial institution nominated by the employee. In the event that the employee has failed to nominate such an account, or closes such account, the employer may pay such money to an account in the name of the employee nominated by the employer.</p>	<p>19.6 Payment of wages</p> <p>All money payable under this award must be paid fortnightly by electronic transfer of funds into an account with a bank or other recognised financial institution nominated by the employee. In the event that the employee has failed to nominate such an account, or closes such account, the employer may pay such money to an account in the name of the employee nominated by the employer.</p> <p>NOTE: Regulations 3.33(3) and 3.46(1)(g) of <i>Fair Work Regulations 2009</i> set out the requirements for pay records and the content of payslips including the requirement to separately identify any allowance paid.</p>
<p>26. Superannuation</p> <p><i>Provision not reproduced - no change</i></p>	<p>21. Superannuation</p> <p><i>Provision not reproduced - no change</i></p>
<p>Part 5—Hours of Work and Related Matters</p> <p>27. Ordinary hours of work and rostering</p> <p>27.1 Maximum weekly hours and requests for flexible working arrangements are provided for in the NES.</p> <p>27.2 Ordinary hours of work—day workers</p> <p>(a) The ordinary hours of work will be 38 or an average of 38 per week arranged according to the requirements of the particular airport or department.</p> <p>(b) Ordinary hours of work may be worked on any day or all of the days from Monday to Friday inclusive.</p> <p>(c) The spread of ordinary hours must not be greater than 12 on any one day, worked between the hours of 6.30 am and 6.30 pm.</p>	<p>Part 3—Hours of Work</p> <p>15. Ordinary hours of work—all employees</p> <p>Maximum weekly hours and requests for flexible working arrangements are provided for in the NES.</p> <p>16. Ordinary hours of work and rostering—day workers</p> <p>16.1 The ordinary hours of work will be 38 or an average of 38 per week arranged according to the requirements of the particular airport or department.</p> <p>16.2 Ordinary hours of work may be worked on any day or all days, Monday to Friday inclusive, between the hours of 6.30 am and 6.30 pm.</p> <p>16.3 The spread of ordinary hours must not exceed 12 hours on any one day.</p>

<p>(d) To cater for specific operational, seasonal or climatic conditions an alternative 12 hour span may be adopted by agreement between the employer and a majority of the employees concerned, subject to clause 8.5.</p> <p>(e) No employee will be required to work more than 10 ordinary hours on any one day.</p> <p>(f) Ordinary hours must be worked continuously, except for meal breaks.</p>	<p>16.4 An alternative 12 hour span may be adopted by agreement between the employer and a majority of the employees concerned to cater for specific operational, seasonal or climatic conditions subject to clause 7.5.</p> <p>16.5 No employee will be required to work more than 10 ordinary hours on any one day.</p> <p>16.6 Ordinary hours must be worked continuously, except for meal breaks.</p>
<p>(g) Employees who had an entitlement to work flextime immediately before the commencement of this award will continue to retain that entitlement for a period of five years.</p>	<p><i>Transitional provision – deleted</i></p>
<p>27.3 Ordinary hours of work—shiftworkers</p> <p>(a) Definitions</p> <p>Rostered shift means a shift of which the employee concerned has had at least 48 hours’ notice.</p> <p>Shiftworker means an employee who is not a day worker as defined in clause 27.2.</p> <p>(b) Hours</p> <p>(i) The ordinary hours of work must be 38 or an average of 38 per week inclusive of meal time and must not exceed 152 hours within a period of 28 consecutive days. Provided that where the employer and the majority of employees concerned agree, a roster system may operate on the basis that the weekly average of 38 hours is achieved over a period which exceeds 28 consecutive days.</p> <p>(ii) Subject to clauses 27.3(b)(iii) and 27.3(c), shiftwork may be carried out at such times and locations as the employer’s operations may require.</p> <p>(iii) The ordinary hours must be worked continuously except for meal breaks at the discretion of the employer. An employee must not be required to work more than five hours without a</p>	<p>17. Ordinary hours of work and rostering—shiftworkers</p> <p>17.1 Definitions</p> <p>Rostered shift means a shift of which the employee concerned has had at least 48 hours’ notice.</p> <p>Shiftworker means an employee who is not a day worker as defined in clause 16.</p> <p>17.2 Hours</p> <p>(a) The ordinary hours of work must be:</p> <ul style="list-style-type: none"> • 38 or an average of 38 per week inclusive of meal time; and • must not exceed 152 hours within a period of 28 consecutive days. <p>(b) Where the employer and the majority of employees concerned agree, a roster system may operate on the basis that the weekly average of 38 hours is achieved over a period which exceeds 28 consecutive days.</p> <p>(c) Subject to clauses 17.2(c)–17.2(e) and 17.3(c)–17.3(d), shiftwork may be carried out at such times and locations as the employer’s operations require.</p> <p>(d) Ordinary hours must be worked continuously except for meal breaks</p>

<p>break for a meal without payment of overtime. Except at regular changeover of shifts an employee must not be required to work more than one shift in each 24 hours.</p>	<p>at the discretion of the employer.</p> <p>(e) An employee must not be required to work more than five hours without a break for a meal without payment of overtime.</p> <p>(f) Except at regular changeover of shifts an employee must not be required to work more than one shift in each 24 hours.</p>
<p>(c) Duration of shift</p> <p>(i) Subject to clause 27.3(c)(iii), a shift must consist of not more than 10 hours, inclusive of rest time.</p> <p>(ii) Subject to clause 8.5, in any arrangement of ordinary working hours where the ordinary working hours are to exceed eight on any day, such arrangement of hours will be subject to the agreement of the employer and the majority of employees concerned.</p> <p>(iii) By agreement between the employer and the majority of employees concerned, ordinary hours not exceeding 12 on any day may be worked, subject to clause 8.8 and:</p> <ul style="list-style-type: none"> • proper health and safety monitoring procedures being introduced; • suitable roster arrangements being made; • proper supervision being provided; and • consideration being given to family responsibilities. <p>20 minutes must be allowed to shiftworkers each shift for a meal, which must be counted as time worked.</p>	<p>17.3 Duration of shift</p> <p>(a) Subject to clause 17.3(c) and 17.3(d), a shift must consist of not more than 10 hours, inclusive of rest time.</p> <p>(b) Subject to clause 7.5, in any arrangement of ordinary working hours where the ordinary working hours are to exceed eight on any day, such arrangement of hours will be subject to the agreement of the employer and the majority of employees concerned.</p> <p>(c) By agreement between the employer and the majority of employees concerned, ordinary hours not exceeding 12 on any day may be worked, subject to clause 7.8 and:</p> <ul style="list-style-type: none"> • proper health and safety monitoring procedures being introduced; • suitable roster arrangements being made; • proper supervision being provided; and • consideration being given to family responsibilities. <p>(d) 20 minutes must be allowed to shiftworkers each shift for a meal, which must be counted as time worked.</p>
<p>(d) Rosters</p> <p>Shift rosters must specify the commencing and finishing times of ordinary working hours of the respective shifts.</p> <p>(e) Variation by agreement</p> <p>(i) Subject to clauses 27.3(b) and (d), the method of working</p>	<p>17.4 Rosters</p> <p>Shift rosters must specify the commencing and finishing times of ordinary working hours of the respective shifts.</p> <p>17.5 Variation by agreement</p> <p>(a) Subject to clauses 17.2 and 17.4, the method of working shifts may</p>

<p>shifts may in any case be varied by agreement between the employer and the majority of employees concerned.</p> <p>(ii) The time of commencing and finishing shifts, once having been determined, may be varied by agreement between the employer and the majority of employees concerned to suit the operational requirements at an airport.</p> <p>(iii) The provisions of clause 27.3(e) will operate subject to clause 8.5.</p>	<p>in any case be varied by agreement between the employer and the majority of employees concerned.</p> <p>(b) The time of commencing and finishing shifts, once having been determined, may be varied by agreement between the employer and the majority of employees concerned to suit the operational requirements at an airport.</p> <p>(c) The provisions of clause 17.5 will operate subject to clause 7.5.</p>
<p>28. Special provisions for shiftworkers</p> <p><i>Clause inserted – proposed new provision</i></p>	<p>23. Shiftwork penalty rates</p> <p>23.1 Definitions</p> <p>(a) Night shift means a shift between 6.00 pm and 6.30 am.</p> <p>(b) Non-rotating night shift means a shift which falls wholly within the hours of 6.00 pm and 8.00 am, provided such worker:</p> <p>(i) only works such shifts;</p> <p>(ii) works such a shift for a period in excess of four weeks; or</p> <p>(iii) works such a shift which does not rotate or alternate with another shift or day work so as to give at least one third of working time off such shift in each shift cycle.</p>
<p>28.1 Shift payment</p> <p>(a) A shiftworker whilst on a shift, any part of which falls between 6.00 pm and 6.30 am must be paid for such shift 15% more than the ordinary rate, except as specified in clause 28.1(b).</p> <p>(b) A shiftworker whilst on a shift which falls wholly within the hours of 6.00 pm and 8.00 am must be paid for such shift 30% more than the ordinary rate, provided such worker:</p> <p>(i) only works such shifts;</p> <p>(ii) works such a shift for a period in excess of four weeks; or</p> <p>(iii) works such a shift which does not rotate or alternate with another shift or day work so as to give at least one third of</p>	<p>23.2 Shift payment</p> <p>(a) A shiftworker whilst on a shift, any part of which is a night shift must be paid 115% of the minimum hourly rate except as specified in clause 23.2(b).</p> <p>(b) A shiftworker on non-rotating night shift must be paid 130% of the minimum hourly rate.</p> <p>(c) The additional payment prescribed by clause 23.2 will not be taken into account in the calculation of overtime or in determination of any allowance based upon the minimum hourly rate, nor will it be paid with respect to any shift for which any other form of penalty payment is made under this award.</p>

<p>working time off such shift in each shift cycle.</p> <p>(c) The additional payment prescribed by this clause will not be taken into account in the computation of overtime or in determination of any allowance based upon salary, nor will it be paid with respect to any shift for which any other form of penalty payment is made under this award.</p>	
<p>28.2 Saturday shifts</p> <p>(a) The minimum rate to be paid to a shiftworker for rostered work performed on Saturday must be time and a half. Provided that when the Saturday falls on 25 December the rate of double time must be paid.</p> <p>(b) Such extra rates will be in substitution for and not cumulative upon the payments prescribed in clause 28.1.</p>	<p>23.3 Saturday shifts</p> <p>(a) The minimum rate to be paid to a shiftworker for rostered work performed on Saturday must be 150% of the minimum hourly rate.</p> <p>(b) When the Saturday falls on 25 December 200% of the minimum hourly rate must be paid.</p> <p>(c) Such extra rates will be in substitution for and not cumulative upon the payments prescribed in clause 23.2.</p>
<p>28.3 Sundays and public holidays</p> <p>(a) Shiftworkers who work on a rostered shift the major portion of which is performed on a Sunday or public holiday must be paid as follows:</p> <p>(i) Such work performed on Sunday must be paid at the rate of double time. Provided that when the Sunday falls on 25 December the rate of double time and a half must be paid.</p> <p>(ii) Such work performed on public holidays as prescribed by clause 36—Public holidays and Sunday work, must be paid at the rate of double time and a half.</p> <p>(iii) Such extra rates will be in substitution for and not cumulative upon the premiums prescribed in 28.1.</p> <p>(b) For the purposes of this clause and clause 36, where the commencement and finishing times of a shift occur on different days of the week, that shift will be regarded as having been totally worked on the day on which the majority of hours were worked.</p>	<p>23.4 Sundays and public holidays</p> <p>(a) Shiftworkers who work on a rostered shift the major portion of which is performed on a Sunday or public holiday must be paid as follows:</p> <p>(i) Work performed on Sunday must be paid at the rate of 200%.</p> <p>(ii) When the Sunday falls on 25 December 250% of the minimum hourly rate must be paid.</p> <p>(iii) Work performed on public holidays as prescribed by clause 27—Public holidays and Sunday work must be paid at the rate of 250% of the minimum hourly rate.</p> <p>(iv) Such extra rates will be in substitution for and not cumulative upon the premiums prescribed in clause 23.2.</p> <p>(b) For the purposes of this clause and clause 27, where the starting and finishing times of a shift occur on different days of the week, that shift will be regarded as having been totally worked on the day on which the majority of hours were worked.</p>

<p>29. Breaks</p> <p>29.1 An employee must not be required to work for more than five hours without a break for a meal.</p> <p>29.2 Meal breaks during ordinary hours must be for a period of 30 minutes. Provided that the duration and commencement time of meal breaks will be variable by agreement between the employer and the employees concerned to suit the particular work requirements and to enable efficient completion of work.</p> <p>29.3 Except as provided in clause 29.4, all work done during meal periods and thereafter until a meal break is allowed must be paid at the rate of time and a half.</p> <p>29.4 Notwithstanding clause 29.1, an employee employed on regular maintenance may be required to work during meal breaks at ordinary rates whenever instructed to do so:</p> <ul style="list-style-type: none"> (a) for the purpose of making good breakdowns of equipment; or (b) upon routine maintenance of equipment which can only be done while such equipment is idle. <p>The meal break must be made available at the first reasonable opportunity after the maintenance has been performed.</p>	<p>18. Breaks</p> <p>18.1 An employee must not be required to work for more than five hours without a break for a meal.</p> <p>18.2 Meal breaks during ordinary hours must be for a period of 30 minutes. Provided that the duration and starting time of meal breaks will be variable by agreement between the employer and the employees concerned to suit the particular work requirements and to enable efficient completion of work.</p> <p>18.3 Except as provided in clause 18.4, all work done during meal periods and thereafter until a meal break is allowed must be paid at the rate of 150% of the minimum hourly rate.</p> <p>18.4 An employee employed on regular maintenance may be required to work during meal breaks at ordinary rates whenever instructed to do so:</p> <ul style="list-style-type: none"> (a) for the purpose of making good breakdowns of equipment; or (b) upon routine maintenance of equipment which can only be done while such equipment is idle. <p>18.5 The meal break must be made available at the first reasonable opportunity after the maintenance has been performed.</p>
<p>30. Overtime and penalty rates</p> <p>30.1 Payment for working overtime—day worker</p> <ul style="list-style-type: none"> (a) For all work required to be undertaken by a day worker outside ordinary hours Monday to Saturday except as provided by clause 30.8 the rate of pay must be time and a half for the first three hours and double time thereafter, such double time to continue until the completion of such overtime work. (b) For all work required to be undertaken by an employee outside ordinary hours on Sunday except as provided by clause 30.8 the rate of pay must be double time until the completion of the overtime work. 	<p>Part 5—Overtime and Penalty Rates</p> <p>22. Overtime</p> <p>22.1 Payment for working overtime—day worker</p> <ul style="list-style-type: none"> (a) For all work required to be undertaken by a day worker outside ordinary hours Monday to Saturday except as provided by clause 22.8 the rate of pay must be 150% of the minimum hourly rate for the first three hours and 200% of the minimum hourly rate thereafter until completion of the overtime. (b) For all work required to be undertaken by an employee outside ordinary hours on Sunday except as provided by clause 22.8 the rate of pay must be 200% of the minimum hourly rate until the

<p>30.2 Payment for working overtime—shiftworker</p> <p>(a) For all work required to be undertaken by a shiftworker outside ordinary hours Monday to Friday except as provided in clause 30.8, the rate of pay must be time and a half for the first three hours and double time thereafter, such double time to continue until the completion of overtime.</p> <p>(b) For all work required to be undertaken by an employee on shiftwork outside of ordinary hours Saturday to Sunday except as provided by clause 30.8, the rate of pay must be double time until the completion of the overtime work.</p> <p>30.3 Calculating overtime hourly rate</p> <p>(a) Except as provided in clause 30.4, in computing overtime each day's work will stand alone.</p> <p>(b) The hourly rate for overtime purposes must be determined by dividing the appropriate weekly rate by 38.</p>	<p>completion of the overtime work.</p> <p>22.2 Payment for working overtime—shiftworker</p> <p>(a) For all work required to be undertaken by a shiftworker outside ordinary hours Monday to Friday except as provided in clause 22.8, the rate of pay must be 150% of the minimum hourly rate for the first three hours and 200% of the minimum hourly rate thereafter until completion of the overtime.</p> <p>(b) For all work required to be undertaken by an employee on shiftwork outside of ordinary hours Saturday to Sunday except as provided by clause 22.8, the rate of pay must be 200% of the minimum hourly rate until the completion of the overtime work.</p> <p>22.3 Calculating overtime hourly rate</p> <p>(a) Except as provided in clause 22.5, in calculating overtime each day's work will stand alone.</p> <p>(b) The hourly rate for overtime purposes must be determined by the following method:</p> $\frac{\text{annual rate}}{313} \times \frac{6}{38}$
<p>30.4 Rest period after overtime</p> <p>(a) When overtime is necessary, it must wherever reasonably practicable be so arranged that employees have at least eight consecutive hours plus reasonable travelling time off duty between the work of successive days.</p> <p>(b) An employee (other than a casual employee) who works so much overtime between the termination of their ordinary work on one day and the commencement of their ordinary work on the next day that they have not had at least eight consecutive hours exclusive of reasonable travelling time off duty between those times must, subject to clause 30.4(a) be released after completion of such overtime until they have had such time off duty, without loss of pay for ordinary working time involved.</p> <p>(c) If such employee is required to resume or continue work without</p>	<p>22.5 Rest period after overtime</p> <p>(a) When overtime is necessary, it must wherever reasonably practicable be so arranged that employees have at least eight consecutive hours plus reasonable travelling time off duty between the work of successive days.</p> <p>(b) An employee (other than a casual employee) who works so much overtime between the termination of work on one day and the commencement of work on the next day that they have not had at least eight consecutive hours exclusive of reasonable travelling time off duty between those times must, subject to clause 22.5(a) be released after completion of such overtime until they have had such time off duty, without loss of pay for ordinary working time involved.</p> <p>(c) If such employee is required to resume or continue work without</p>

<p>having had such time off duty, they must be paid at double rates until released from duty for such period and must then be entitled to be absent until they have had such time off duty without loss of pay for any ordinary working time involved.</p>	<p>having had such time off duty, they must be paid at 200% of the minimum hourly rate until released from duty for such period and must then be entitled to be absent until they have had such time off duty without loss of pay for any ordinary working time involved.</p>
<p>30.5 Call-back</p> <p>(a) Subject to the provisions of clause 30.5(b), an employee required to return to work overtime after leaving their place of work must be paid a minimum of four hours' pay at the appropriate rate for each time they are recalled.</p> <p>(b) Where an employee has been contacted after ceasing work and is required to attend work immediately (i.e. within less than three hours of being contacted), that employee must be paid double time for such duty, with a minimum payment of three hours, which includes reasonable time spent in travelling to and from such emergency. In addition, they must be paid mileage allowance at the appropriate rate or the payments specified under clause 21.4, whichever is the greater.</p> <p>The provisions of clause 30.5(b) will not apply to any employee who is in receipt of payments under clause 30.6, in which case clause 30.5(a) will apply.</p> <p>(c) Where an employee is called back for duty on a designated public holiday, payment must be made in accordance with clause 36—Public holidays and Sunday work.</p> <p>(d) An employee must not be required to work the full minimum hours if the job they were called back to perform is completed within a shorter period.</p> <p>(e) Overtime worked in the circumstances specified in the provision of this clause will not be regarded as overtime for the purpose of clause 30.4 when the actual time worked is less than three hours on such call-back or on each of such call backs.</p> <p>(f) The provisions of clause 30.5 will not apply in the following circumstances:</p> <p>(i) Where it is customary for an employee to return to their place of work to perform a specific job outside their ordinary</p>	<p>22.6 Call-back</p> <p>(a) Subject to the provisions of clause 22.6(b), an employee required to return to work overtime after leaving their place of work must be paid a minimum of four hours' pay at the appropriate rate for each time they are recalled.</p> <p>(b) Where an employee has been contacted after ceasing work and is required to attend work immediately (i.e. within less than three hours of being contacted), that employee must be paid 200% of the minimum hourly rate for such duty, with a minimum payment of three hours, which includes reasonable time spent in travelling to and from such emergency. In addition, they must be paid mileage allowance at the appropriate rate or the payments specified under clause 20.3(c), whichever is the greater.</p> <p>(c) The provisions of clause 22.6(b) will not apply to any employee who is in receipt of payments under clause 22.7, in which case clause 22.6(a) will apply.</p> <p>(d) Where an employee is called back for duty on a designated public holiday, payment must be made in accordance with clause 27—Public holidays and Sunday work.</p> <p>(e) An employee must not be required to work the full minimum hours if the job they were called back to perform is completed within a shorter period.</p> <p>(f) Overtime worked in the circumstances specified in the provision of this clause will not be regarded as overtime for the purpose of clause 0 when the actual time worked is less than three hours on such call-back or on each of such call backs.</p> <p>(g) The provisions of clause 22.6 will not apply in the following circumstances:</p> <p>(i) Where it is customary for an employee to return to their place</p>

<p>hours.</p> <p>(ii) Where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.</p> <p>(iii) Where an employee's duty for a day or shift is varied by alteration of the scheduled commencement time to meet such circumstances.</p>	<p>of work to perform a specific job outside their ordinary hours.</p> <p>(ii) Where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.</p> <p>(iii) Where an employee's duty for a day or shift is varied by alteration of the scheduled commencement time to meet such circumstances.</p>
<p>30.6 On call and stand-by</p> <p>(a) An employee will be liable to be required, outside their ordinary hours of duty, to hold themselves in readiness to perform extra duty, subject to payment for any such requirement under the conditions set out in this clause.</p> <p>(b) Payment will be subject to the following conditions:</p> <p>(i) except with the approval of the employer, employees ineligible for overtime payment under clause 30.7 will not be eligible to receive payment; and</p> <p>(ii) the restriction situation will be imposed by the prior written direction of the employer, or will subsequently be approved in writing by the employer where the circumstances did not permit prior direction.</p> <p>(c) An employee who is required to remain contactable and available to perform extra duty outside the employee's ordinary hours of duty must, subject to clause 30.6(b) be paid an allowance:</p> <p>(i) at a rate of 7.5% of the employee's hourly rate of salary for each hour restricted Monday to Friday;</p> <p>(ii) at a rate of 10% of the employee's hourly rate of salary for each hour restricted Saturday and Sunday; and</p> <p>(iii) at a rate of 15% of the employee's hourly rate of salary for each hour restricted on public holidays and rostered days off.</p> <p>(d) An employee's salary for the purpose of calculation of the allowance under clause 30.6(c) must include higher duties allowance and any other allowances in the nature of salary.</p>	<p>22.7 On call and stand-by</p> <p>(a) An employee may be required, outside their ordinary hours of duty, to hold themselves in readiness to perform extra duty, subject to payment for any such requirement under the conditions set out in this clause.</p> <p>(b) Payment will be subject to the following conditions:</p> <p>(i) except with the approval of the employer, employees ineligible for overtime payment under clause 22.4 will not be eligible to receive payment under clause 22.7; and</p> <p>(ii) the restriction situation will be imposed by the prior written direction of the employer, or will subsequently be approved in writing by the employer where the circumstances did not permit prior direction.</p> <p>(c) An employee who is required to remain contactable and available to perform extra duty outside the employee's ordinary hours of duty must, subject to clause 22.7(b) be paid an allowance:</p> <p>(i) at a rate of 7.5% of the employee's minimum hourly rate for each hour restricted Monday to Friday;</p> <p>(ii) at a rate of 10% of the employee's minimum hourly rate for each hour restricted Saturday and Sunday; and</p> <p>(iii) at a rate of 15% of the employee's minimum hourly rate for each hour restricted on public holidays and rostered days off.</p> <p>(d) An employee's minimum wage for the purpose of calculation of the allowance under clause 22.7(c) must include higher duties allowance and any other allowances in the nature of wages.</p>

<p>(e) Where the employer has approved payment under this clause to employees ineligible for overtime payment under clause 30.7, the annual salary component of the formula at clause 30.6(f) must be the maximum of the salary range for an Administrative services officer Level 5.</p> <p>(f) The hourly rate of payment must be calculated as follows:</p> $\frac{\text{Annual salary}}{313} \times \frac{6}{\text{prescribed weekly hours before overtime is payable}} \times \text{\% of salary prescribed in clause 30.6(c)}$ <p>(g) Any part of a period of restriction in respect of which the employee receives payment other than in accordance with clause 30.6(c) must not be included in the period of restriction for calculating payments under clause 30.6(c).</p> <p>(h) No payment will be made to an employee under this clause for any period in which the employee does not remain contactable or at the required degree of readiness to perform extra duty.</p> <p>(i) The provisions of clause 30.5(b) will not apply where an employee is recalled to duty whilst in any restriction situation specified in clauses 30.6(a) and (b).</p> <p>(j) Where an employee, whilst in any restriction situation specified in clauses 30.6(a) and (b) is required to attend to perform overtime or ordinary duty on a public holiday, the payment for such attendance, whether the employee actually performs duty or not, will be subject to the minimum payment provisions contained in either clause 30.5 or 36.</p>	<p>(e) Where the employer has approved payment under this clause to employees ineligible for overtime payment under clause 22.4, the annual rate component of the formula at clause 22.3(b) must be the maximum of the annual rate range for an Administrative services officer Level 5.</p> <p>(f) Any part of a period of restriction in respect of which the employee receives payment other than in accordance with clause 22.7(c) must not be included in the period of restriction for calculating payments under clause 22.7(c).</p> <p>(g) No payment will be made to an employee under this clause for any period in which the employee does not remain contactable or at the required degree of readiness to perform extra duty.</p> <p>(h) The provisions of clause 22.6(b) will not apply where an employee is recalled to duty whilst in any restriction situation specified in clauses 22.7(a) and (b).</p> <p>(i) Where an employee, whilst in any restriction situation specified in clauses 22.7(a) and (b) is required to attend to perform overtime or ordinary duty on a public holiday, the payment for such attendance, whether the employee actually performs duty or not, will be subject to the minimum payment provisions contained in either clause 22.6 or 27.</p>
<p>30.7 Eligibility for overtime payment</p> <p>Except at the discretion of the employer, employees paid an annual salary which is equal to or greater than the minimum annual salary payable to an Administrative services officer Level 6 will not be entitled to receive overtime payment.</p>	<p>22.4 Eligibility for overtime payment</p> <p>Except at the discretion of the employer, employees paid an annual rate which is equal to or greater than the minimum annual rate payable to an Administrative services officer Level 6 will not be entitled to receive overtime payment.</p>

<p>30.8 Absence from duty instead of overtime</p> <p>(a) An employee who has performed overtime duty may, wherever practicable and with the approval of the employer, be released from duty for an equivalent period.</p> <p>(b) Where an employee, other than a continuous shiftworker, is released from duty in accordance with clause 30.8(a) the employee must, in respect of the period they are so released, be entitled to be paid at the following rate:</p> <ul style="list-style-type: none"> (i) where the period of overtime duty was from Monday to Saturday, at half time for the first three hours then single time for the remaining period of overtime worked; (ii) where the period of overtime duty was on a public holiday, at time and a half; or (iii) where the period of overtime duty was on a Sunday, at single time. 	<p>22.8 Absence from duty instead of overtime</p> <p>(a) An employee who has performed overtime duty may, wherever practicable and with the approval of the employer, be released from duty for an equivalent period.</p> <p>(b) Where an employee, other than a continuous shiftworker, is released from duty in accordance with clause 22.8(a) the employee must, in respect of the period they are so released, be entitled to be paid at the following rate:</p> <ul style="list-style-type: none"> (i) where the period of overtime duty was from Monday to Saturday, at 50% of the minimum hourly rate for the first three hours then 100% of the minimum hourly rate for the remaining period of overtime worked; (ii) where the period of overtime duty was on a public holiday, at 150% of the minimum hourly rate; or (iii) where the period of overtime duty was on a Sunday, at 100% of the minimum hourly rate.
<p>(c) Where a continuous shiftworker is released from duty in accordance with clause 30.2 the employee must, in respect of the period they are so released, be entitled to be paid at the following rate:</p> <ul style="list-style-type: none"> (i) where the period of overtime duty was from Monday to Friday, at half time for the first three hours then single time for the remaining period of overtime worked; (ii) where the period of overtime duty was on a public holiday, at time and a half; or (iii) where the period of overtime duty was on a Saturday or Sunday, at single time. 	<p>(c) Where a continuous shiftworker is released from duty in accordance with clause 22.2 the employee must, in respect of the period they are so released, be entitled to be paid at the following rate:</p> <ul style="list-style-type: none"> (i) where the period of overtime duty was from Monday to Friday, at 50% of the minimum hourly rate for the first three hours then 100% of the minimum hourly rate for the remaining period of overtime worked; (ii) where the period of overtime duty was on a public holiday, at 150% of the minimum hourly rate; or (iii) where the period of overtime duty was on a Saturday or Sunday, at 100% of the minimum hourly rate.
<p>30.9 Overtime payment</p> <p>For the purposes of payment of overtime in accordance with this clause, payments will be made in respect of the day on which the overtime was worked.</p>	<p>22.9 Overtime payment</p> <p>For the purposes of payment of overtime in accordance with this clause, payments will be made in respect of the day on which the overtime was worked.</p>

<p>30.10 Meal allowance</p> <p>(a) An employer may elect to provide an employee who works overtime with a meal.</p> <p>(b) Where a meal is not provided, and subject to clause 30.10(c), a meal allowance of \$14.05 must be paid to an employee who works a minimum of two hours' overtime and after every subsequent five hours during any continuous period of overtime if the employee continues to work after the periods specified by this clause.</p> <p>(c) Entitlement to a meal allowance arises where an employee:</p> <ul style="list-style-type: none"> (i) works overtime continuous with ordinary duty without a break for a meal; (ii) works overtime continuous with ordinary duty; or (iii) works overtime on a Saturday, Sunday, public holiday or (in the case of a shiftworker) rostered day off and is granted an unpaid meal break. <p>Provided that where overtime worked on a Saturday, Sunday, public holiday or (in the case of a shiftworker) rostered day off is planned and constitutes the equivalent of a standard day or shift, only one meal allowance must be paid.</p>	<p>22.10 Meal allowance</p> <p>(a) An employer may elect to provide an employee who works overtime with a meal.</p> <p>(b) Where a meal is not provided, and subject to clause 22.10(c), a meal allowance of \$14.05 must be paid to an employee who works a minimum of two hours' overtime and after every subsequent five hours during any continuous period of overtime if the employee continues to work after the periods specified by this clause.</p> <p>(c) Entitlement to a meal allowance arises where an employee:</p> <ul style="list-style-type: none"> (i) works overtime continuous with ordinary duty without a break for a meal; (ii) works overtime continuous with ordinary duty; or (iii) works overtime on a Saturday, Sunday, public holiday or (in the case of a shiftworker) rostered day off and is granted an unpaid meal break. <p>(d) Where overtime is worked on a Saturday, Sunday, public holiday or (in the case of a shiftworker) rostered day off is planned and constitutes the equivalent of a standard day or shift, only one meal allowance must be paid.</p>				
<p>Part 6—Leave and Public Holidays</p> <p>31. Annual leave</p> <p>31.1 Annual leave is provided for in the NES. Annual leave does not apply to a casual employee. A shiftworker for the purposes of this clause and application of the NES must be a shiftworker rostered to work regularly on Sundays and public holidays.</p> <p>31.2 Additional periods of leave</p> <p>In addition to annual leave entitlements specified in the NES, an employee in receipt of a district allowance as prescribed in clause 21.5(a) will be entitled to additional annual leave for each completed year of service or part thereof at a remote locality as follows:</p> <table border="1" data-bbox="197 1436 555 1476"> <tr> <td>Townsville</td> <td>2 days</td> </tr> </table>	Townsville	2 days	<p>Part 6—Leave and Public Holidays</p> <p>24. Annual leave</p> <p>24.1 Annual leave is provided for in the NES. Annual leave does not apply to a casual employee. A shiftworker for the purposes of this clause and application of the NES must be a shiftworker rostered to work regularly on Sundays and public holidays.</p> <p>24.2 Additional periods of leave</p> <p>In addition to annual leave entitlements specified in the NES, an employee in receipt of a district allowance as prescribed in clause 20.2(d) will be entitled to additional annual leave for each completed year of service or part thereof at a remote locality as follows:</p> <table border="1" data-bbox="1227 1420 1709 1489"> <tr> <td>Alice Springs</td> <td>5 days</td> </tr> </table>	Alice Springs	5 days
Townsville	2 days				
Alice Springs	5 days				

<p>Mt Isa 3 days</p> <p>Alice Springs 5 days</p> <p>Darwin 5 days</p> <p>Yulara 5 days</p> <p>Tennant Creek 7 days</p>	<table border="1"> <tbody> <tr> <td>Darwin</td> <td>5 days</td> </tr> <tr> <td>Mt Isa</td> <td>3 days</td> </tr> <tr> <td>Tennant Creek</td> <td>7 days</td> </tr> <tr> <td>Townsville</td> <td>2 days</td> </tr> <tr> <td>Yulara</td> <td>5 days</td> </tr> </tbody> </table>	Darwin	5 days	Mt Isa	3 days	Tennant Creek	7 days	Townsville	2 days	Yulara	5 days
Darwin	5 days										
Mt Isa	3 days										
Tennant Creek	7 days										
Townsville	2 days										
Yulara	5 days										
<p>31.3 Broken leave</p> <p>(a) Annual leave may be granted in such periods as are mutually agreed between the employer and an employee. Provided that leave entitlements taken in respect of any year of service must include at least one period of at least one week, excluding public holidays.</p> <p>(b) Subject to clause 8.5 and notwithstanding provisions elsewhere in this award, the employer and the majority of employees at an airport may agree to establish a system of single day annual leave absences, provided that:</p> <p>(i) an employee may elect, with the consent of the employer, to take annual leave in single day periods or part of a single day not exceeding a total of 10 days in any calendar year at a time or times agreed between them;</p> <p>(ii) a shiftworker and the employer may agree to defer payment of the annual leave loading in respect of single day absences until at least 10 consecutive annual leave days are taken.</p>	<p>24.3 Broken leave</p> <p>(a) Annual leave may be granted in such periods as are mutually agreed between the employer and an employee. Leave entitlements taken in respect of any year of service must include at least one period of at least one week, excluding public holidays.</p> <p>(b) The employer and the majority of employees at an airport may agree to establish a system of single day annual leave absences, subject to clause 7.5.</p> <p>(c) An employee may elect, with the consent of the employer, to take annual leave in single day periods or part of a single day not exceeding a total of 10 days in any calendar year at a time or times agreed between them.</p> <p>(d) A shiftworker and the employer may agree to defer payment of the annual leave loading in respect of single day absences until at least 10 consecutive annual leave days are taken.</p>										
<p>31.4 Leave to be taken</p> <p>Except as provided in clause 31.9, payment must not be made or accepted instead of annual leave.</p> <p>31.5 Time of taking leave</p> <p>(a) Annual leave must be taken at a time(s) mutually agreed between the employer and the employee, or in the absence of mutual agreement, at a time(s) fixed by the employer within a period not</p>	<p>24.4 Leave to be taken</p> <p>Except as provided in clause 24.9, payment must not be made or accepted instead of annual leave.</p> <p>24.5 Time of taking leave</p> <p>(a) Annual leave must be taken at a time(s) mutually agreed between the employer and the employee, or in the absence of mutual agreement, at a time(s) fixed by the employer within a period not exceeding two</p>										

<p>exceeding two years and three months from the date on which such annual leave falls due and after not less than four weeks' notice to the employee.</p> <p>(b) Notwithstanding the NES, if an employer has genuinely tried to reach agreement with an employee as to the timing of taking annual leave, the employer can require the employee to take annual leave by giving not less than four weeks' notice of the time when such leave is to be taken if:</p> <p>(i) at the time the direction is given, the employee has eight weeks or more of annual leave accrued; and</p> <p>(ii) the amount of annual leave the employee is directed to take is less than or equal to a quarter of the amount of leave accrued.</p>	<p>years and three months from the date on which such annual leave falls due and after not less than four weeks' notice to the employee.</p> <p>(b) Notwithstanding the NES, if an employer has genuinely tried to reach agreement with an employee as to the timing of taking annual leave, the employer can require the employee to take annual leave by giving not less than four weeks' notice of the time when such leave is to be taken if:</p> <p>(i) at the time the direction is given, the employee has eight weeks or more of annual leave accrued; and</p> <p>(ii) the amount of annual leave the employee is directed to take is less than or equal to a quarter of the amount of leave accrued.</p>
<p>31.6 Leave in advance</p> <p>By agreement between an employer and an employee a period of annual leave may be taken in advance of the entitlement accruing. Provided that if leave is taken in advance and the employment terminates before the entitlement has accrued the employer may make a corresponding deduction from any money due to the employee on termination.</p> <p>31.7 Payment for period of annual leave</p> <p>Instead of the base rate of pay as referred to in the NES, an employee under this award, before going on annual leave, must be paid the salary they would have received in respect of the ordinary hours the employee would have worked had the employee not been on leave during the relevant period.</p> <p>31.8 Annual leave loading</p> <p>(a) During a period of annual leave an employee must be paid a loading calculated on the salary prescribed in clause 31.7.</p> <p>(b) The loading must be as follows:</p> <p>Non-shiftworkers</p> <p>An annual leave loading of 17.5% calculated on the rate of salary prescribed in clause 31.7 must be paid once annually on the first</p>	<p>24.6 Leave in advance</p> <p>By agreement between an employer and an employee a period of annual leave may be taken in advance of the entitlement accruing. Provided that if leave is taken in advance and the employment terminates before the entitlement has accrued the employer may make a corresponding deduction from any money due to the employee on termination.</p> <p>24.7 Payment for period of annual leave</p> <p>Instead of the base rate of pay as referred to in the NES, an employee under this award, before going on annual leave, must be paid the minimum wage they would have received in respect of the ordinary hours the employee would have worked had the employee not been on leave during the relevant period.</p> <p>NOTE: Where an employee is receiving overaward payments such that the employee's base rate of pay is higher than the rate specified under this award, the employee is entitled to receive the higher rate while on a period of paid annual leave (see ss.16 and 90 of the Act).</p> <p>24.8 Annual leave loading</p> <p>(a) During a period of annual leave an employee must be paid a loading calculated on the minimum wage prescribed in clause 24.7.</p> <p>(b) The loading must be as follows:</p>

<p>pay day in December to employees other than shiftworkers.</p> <p>Shiftworkers</p> <p>An employee who would have worked on shiftwork had they not been on leave must be paid a loading equal to 17.5% of the salary prescribed in clause 31.7 or the shift loading including relevant weekend penalty rates, whichever is the greater, but not both.</p>	<p>(i) Non-shiftworkers</p> <p>An annual leave loading of 17.5% of the minimum hourly rate in clause 24.7 must be paid once annually on the first pay day in December to employees other than shiftworkers.</p> <p>(ii) Shiftworkers</p> <p>An employee who would have worked on shiftwork had they not been on leave must be paid a loading equal to 17.5% of the minimum hourly rate in clause 24.7 or the shift loading including relevant weekend penalty rates, whichever is the greater, but not both.</p>
<p>31.9 Proportionate leave on termination</p> <p>On termination of employment, an employee, other than a casual employee, must be paid for leave accrued that has not been taken at the appropriate salary calculated in accordance with clauses 31.7 and 31.8.</p>	<p>24.9 Proportionate leave on termination</p> <p>On termination of employment, an employee, other than a casual employee, must be paid for leave accrued that has not been taken at the appropriate minimum wage calculated in accordance with clauses 24.7 and 24.8.</p>
<p>32. Personal/carer's leave and compassionate leave</p> <p>32.1 Personal/carer's leave and compassionate leave are provided for in the NES.</p> <p>32.2 Leave may be taken for part of a single day.</p> <p>32.3 Additional amounts of paid personal/carer's leave</p> <p>In addition to what is provided for in the NES, an employee is entitled to an additional three days personal/carer's leave on full pay in the second and following years of service.</p>	<p>25. Personal/carer's leave and compassionate leave</p> <p>25.1 Personal/carer's leave and compassionate leave are provided for in the NES.</p> <p>25.2 Leave may be taken for part of a single day.</p> <p>25.3 Additional amounts of paid personal/carer's leave</p> <p>In addition to what is provided for in the NES, an employee is entitled to an additional three days personal/carer's leave on full pay in the second and following years of service.</p>
<p>32.4 Personal leave at half pay</p> <p>(a) In addition to an employee's entitlements to personal leave at full pay, an employee is entitled to the following amount of half pay personal leave for absence due to personal illness or injury:</p> <p>(i) one day for each of the third to 12th months inclusive of the first year of service;</p>	<p>25.4 Personal leave at half pay</p> <p>(a) In addition to an employee's entitlements to personal leave at full pay, an employee is entitled to the following amount of half pay personal leave for absence due to personal illness or injury:</p> <p>(i) one day for each of the third to 12th months inclusive of the first year of service;</p>

<p>(ii) 10 days in the second and following years of service.</p> <p>(b) Subject to clause 32.4(d), half pay personal leave is not available for use within the first year of service.</p> <p>(c) Half pay personal leave is not available for carer's leave or bereavement leave purposes as provided for under this clause.</p> <p>(d) Half pay personal leave entitlements which are not taken at the completion of the year will accumulate fully.</p> <p>(e) An employee may be granted personal/carer's leave for absences of up to three consecutive days without providing a medical certificate from a duly qualified medical practitioner provided such absences do not exceed a total of five days in aggregate in any sick leave year.</p> <p>(f) In the case of an employee with at least 10 years' continuous service who has exhausted their full pay personal leave entitlements, the employer may allow them to convert to leave on full pay so much of their half pay entitlements as are required for a continuous period of personal leave at least 10 days of which would otherwise be on half pay. In the application of this clause:</p> <p>(i) in the case of employees with at least 20 years' service, the period of 10 days will be read as five days;</p> <p>(ii) in the case of employees with at least 30 years' service, the period of 10 days will be read as two days;</p> <p>(iii) in the case of an employee with at least 10 years' service who seeks to convert half pay personal leave credits in respect of an absence for a medical condition for which credits have previously been converted from half pay to full pay, the periods of absences specified in this clause will not apply.</p> <p>(g) Notwithstanding anything contained in clause 32.4(a), an employee suffering injury through an accident arising out of and in the course of employment (not being an injury in respect of which there is a workers compensation entitlement) necessitating attendance during working hours to a doctor, chemist or trained nurse, or at a hospital, must not suffer any deduction in pay for the time (not exceeding</p>	<p>(ii) 10 days in the second and following years of service.</p> <p>(b) Subject to clause 25.4(d), half pay personal leave is not available for use within the first year of service.</p> <p>(c) Half pay personal leave is not available for carer's leave or bereavement leave purposes as provided for under this clause.</p> <p>(d) Half pay personal leave entitlements which are not taken at the completion of the year will accumulate fully.</p> <p>(e) An employee may be granted personal/carer's leave for absences of up to three consecutive days without providing a medical certificate from a duly qualified medical practitioner provided such absences do not exceed a total of five days in aggregate in any sick leave year.</p> <p>(f) In the case of an employee with at least 10 years' continuous service who has exhausted their full pay personal leave entitlements, the employer may allow them to convert to leave on full pay so much of their half pay entitlements as are required for a continuous period of personal leave at least 10 days of which would otherwise be on half pay. In the application of this clause:</p> <p>(i) in the case of employees with at least 20 years' service, the period of 10 days will be read as five days;</p> <p>(ii) in the case of employees with at least 30 years' service, the period of 10 days will be read as two days;</p> <p>(iii) in the case of an employee with at least 10 years' service who seeks to convert half pay personal leave credits in respect of an absence for a medical condition for which credits have previously been converted from half pay to full pay, the periods of absences specified in this clause will not apply.</p> <p>(g) Notwithstanding anything contained in clause 25.4(a), an employee suffering injury through an accident arising out of and in the course of employment (not being an injury in respect of which there is a workers compensation entitlement) necessitating attendance during working hours to a doctor, chemist or trained nurse, or at a hospital, must not suffer any deduction in pay for the time (not exceeding four hours) so occupied on the day of the accident. The employee must be</p>
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<p>four hours) so occupied on the day of the accident. The employee must be reimbursed by the employer for all expenses reasonably incurred in connection with such attendance.</p> <p>(h) The retirement of an employee on medical grounds must not, except with their consent, be effected earlier than the date on which their entitlements to personal leave with pay have been exhausted.</p> <p>(i) If an employee is terminated by the employer and is re-engaged within a period of two months, the employee's unclaimed balance of personal leave must continue from the date of re-engagement. In such a case, the employee's next year of service will commence after a total of 12 months has been served (excluding the period of interruption in service) from the date of commencement of the previous period of employment or the anniversary of the commencement of the previous period of employment, as the case may be.</p> <p>(j) Year of service for the purposes of this clause means a 12 month period commencing from the date of the employee's commencement of employment and from the anniversary of that date in each subsequent year.</p>	<p>reimbursed by the employer for all expenses reasonably incurred in connection with such attendance.</p> <p>(h) The retirement of an employee on medical grounds must not, except with their consent, be effected earlier than the date on which their entitlements to personal leave with pay have been exhausted.</p> <p>(i) If an employee is terminated by the employer and is re-engaged within a period of two months, the employee's unclaimed balance of personal leave must continue from the date of re-engagement. In such a case, the employee's next year of service will commence after a total of 12 months has been served (excluding the period of interruption in service) from the date of commencement of the previous period of employment or the anniversary of the commencement of the previous period of employment, as the case may be.</p> <p>(j) Year of service for the purposes of this clause means a 12 month period commencing from the date of the employee's commencement of employment and from the anniversary of that date in each subsequent year.</p>
<p>32.5 Compassionate leave</p> <p>(a) Compassionate leave is provided for in the NES.</p> <p>(b) In addition to what is provided for in the NES, an employee, other than a casual employee, is entitled to an additional day paid leave on each occasion of the death of a member of the employee's immediate family or household. For the purposes of this clause, immediate family includes foster parents, step-parents and parents-in-law.</p> <p>(c) Proof of death must be provided to the satisfaction of the employer, if requested.</p>	<p>25.5 Compassionate leave</p> <p>(a) Compassionate leave is provided for in the NES.</p> <p>(b) In addition to what is provided for in the NES, an employee, other than a casual employee, is entitled to an additional day paid leave on each occasion of the death of a member of the employee's immediate family or household. For the purposes of this clause, immediate family includes foster parents, step-parents and parents-in-law.</p> <p>(c) Proof of death must be provided to the satisfaction of the employer, if requested.</p>
<p>33. Parental leave</p> <p>33.1 Parental leave is provided for in the NES</p>	<p>26. Parental leave and related entitlements</p> <p>26.1 Parental leave is provided for in the NES</p>

33.2 Entitlement to maternity leave

An employee who becomes pregnant must, upon production to the employer of a certificate from a duly qualified medical practitioner stating the anticipated date of confinement, be entitled to maternity leave up to 52 weeks aggregate. Twelve weeks of such leave must be provided on full pay.

33.3 Qualifying service for payment

Employment in the following areas will count as qualifying service for paid maternity leave:

- (a) employment with the employer; and
- (b) for those employees previously employed by the Federal Airports Corporation, employment:
 - (i) with that Corporation;
 - (ii) under the *Public Service Act 1999* (Cth);
 - (iii) with a statutory authority;
 - (iv) with an authority established for a public purpose by a Commonwealth statute; and
 - (v) eligible Commonwealth employment or eligible public employment within the meaning of Part IV of the *Public Service Act 1999* (Cth).

An employee who accrued previous service with more than one Commonwealth body during the 12 month qualifying period will not have had any break in the continuity of their employment to enable such service to count as qualifying service for paid maternity leave.

Continuity of such qualifying service will not be broken by approved leave without pay.

26.2 Entitlement to maternity leave

An employee who becomes pregnant must, upon production to the employer of a certificate from a duly qualified medical practitioner stating the anticipated date of confinement, be entitled to maternity leave up to 52 weeks aggregate. Twelve weeks of such leave must be provided on full pay.

26.3 Qualifying service for payment

Employment in the following areas will count as qualifying service for paid maternity leave:

- (a) employment with the employer; and
- (b) for those employees previously employed by the Federal Airports Corporation, employment:
 - (i) with that Corporation;
 - (ii) under the *Public Service Act 1999* (Cth);
 - (iii) with a statutory authority;
 - (iv) with an authority established for a public purpose by a Commonwealth statute; and
 - (v) eligible Commonwealth employment or eligible public employment within the meaning of Part IV of the *Public Service Act 1999* (Cth).

An employee who accrued previous service with more than one Commonwealth body during the 12 month qualifying period will not have had any break in the continuity of their employment to enable such service to count as qualifying service for paid maternity leave.

Continuity of such qualifying service will not be broken by approved leave without pay.

<p>34. Special leave</p> <p>34.1 Paid</p> <p>At the discretion of the employer, an employee may be granted special paid leave to a maximum of three days to respond to any occasion of a personal or domestic occurrence or series of events that could not reasonably have been anticipated, provided that no other type of leave is available or the employee does not have sufficient existing leave entitlements. Leave so granted must be recognised as service for all purposes.</p> <p>34.2 Unpaid</p> <p>(a) At the discretion of the employer, an employee may be granted leave without pay for a maximum period of 12 months to respond to a personal or domestic occurrence or series of events that could not reasonably have been anticipated.</p> <p>(b) The period of leave must count as service for all purposes, provided that it is not in excess of 22 working days.</p> <p>(c) Where leave without pay is in excess of 22 working days, the whole absence will not count as service for annual leave, personal/carer's leave, long service leave or annual leave loading accrual purposes.</p>	<p>29. Special leave</p> <p>29.1 Paid</p> <p>At the discretion of the employer, an employee may be granted special paid leave to a maximum of three days to respond to any occasion of a personal or domestic occurrence or series of events that could not reasonably have been anticipated, provided that no other type of leave is available or the employee does not have sufficient existing leave entitlements. Leave so granted must be recognised as service for all purposes.</p> <p>29.2 Unpaid</p> <p>(a) At the discretion of the employer, an employee may be granted leave without pay for a maximum period of 12 months to respond to a personal or domestic occurrence or series of events that could not reasonably have been anticipated.</p> <p>(b) The period of leave must count as service for all purposes, provided that it is not in excess of 22 working days.</p> <p>(c) Where leave without pay is in excess of 22 working days, the whole absence will not count as service for annual leave, personal/carer's leave, long service leave or annual leave loading accrual purposes.</p>
<p>35. Community service leave</p> <p>Community service leave is provided for in the NES.</p>	<p>28. Community service leave</p> <p>Community service leave is provided for in the NES.</p>
<p>36. Public holidays and Sunday work</p> <p>36.1 Public holidays are provided for in the NES.</p> <p>36.2 Payment for time worked by shiftworkers on a public holiday</p> <p>(a) A shiftworker who, by the arrangement of their ordinary hours of work under clause 27.3, is required to work on both:</p> <p>(i) a day which originally would have been a holiday; and</p> <p>(ii) the day to be observed as a substitute day,</p> <p>must either be granted an alternative holiday to that prescribed or</p>	<p>27. Public holidays and Sunday work</p> <p>27.1 Public holidays are provided for in the NES.</p> <p>27.2 Payment for time worked by shiftworkers on a public holiday</p> <p>(a) A shiftworker who, by the arrangement of their ordinary hours of work under clause 17, is required to work on both:</p> <p>(i) a day which originally would have been a holiday; and</p> <p>(ii) the day to be observed as a substitute day,</p> <p>must either be granted an alternative holiday to that prescribed or</p>

<p>paid at the rate prescribed by clause 28.3(a)(ii).</p> <p>(b) A part-time employee rostered to work on a day which originally would have been a holiday will either:</p> <p>(i) observe that rostered day as a holiday without loss of pay; or</p> <p>(ii) work on that rostered day at the rates specified by clauses 28.2 or 28.3 (as appropriate) and be granted an alternative holiday, to be taken within a fortnight, as agreed between the employer and the employee concerned.</p>	<p>paid at the rate prescribed by clause 23.4(a)(iii).</p> <p>(b) A part-time employee rostered to work on a day which originally would have been a holiday will either:</p> <p>(i) observe that rostered day as a holiday without loss of pay; or</p> <p>(ii) work on that rostered day at the rates specified by clauses 23.3 or 23.4 (as appropriate) and be granted an alternative holiday, to be taken within a fortnight, as agreed between the employer and the employee concerned.</p>
<p>36.3 Substitution</p> <p>Subject to clause 8.5, the employer and the majority of employees at an airport may agree to substitute another day for any public holiday provided for in the NES.</p> <p>36.4 Payment for work on public holidays</p> <p>Except as provided in clause 28.3(b), an employee, including a casual employee, not engaged on continuous work must be paid at the rate of double time and a half for work on a public holiday, such double time and a half to continue until the employee is relieved from duty.</p> <p>36.5 Payment for work on Sundays</p> <p>Except as provided in clause 28.3(b), an employee not engaged on continuous work must be paid at the rate of double time for work done on Sundays, such double time to continue until they are relieved from duty.</p>	<p>27.3 Substitution</p> <p>Subject to clause 7.5, the employer and the majority of employees at an airport may agree to substitute another day for any public holiday provided for in the NES.</p> <p>27.4 Payment for work on public holidays</p> <p>Except as provided in clause 23.4(b), an employee, including a casual employee, not engaged on continuous work must be paid 250% of the minimum hourly rate for work on a public holiday until the employee is relieved from duty.</p> <p>27.5 Payment for work on Sundays</p> <p>Except as provided in clause 23.4(b), an employee not engaged on continuous work must be paid 200% of the minimum hourly rate for work done on Sundays, until the employee is relieved from duty.</p>
<p>36.6 Rest period</p> <p>An employee, other than a casual employee, not engaged in continuous work who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work, will on being relieved from duty be entitled to be absent until the employee has had eight consecutive hours off duty, exclusive of reasonable travelling time, without deduction of pay for ordinary time involved.</p>	<p>27.7 Rest period</p> <p>An employee, other than a casual employee, not engaged in continuous work who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work, will on being relieved from duty be entitled to be absent until the employee has had eight consecutive hours off duty, exclusive of reasonable travelling time, without deduction of pay for ordinary time involved.</p>
<p>36.7 Minimum payment</p> <p>Employees required to work on a Sunday or a public holiday must be paid for a minimum of three hours' work.</p>	<p>27.6 Minimum payment</p> <p>Employees required to work on a Sunday or a public holiday must be paid for a minimum of three hours' work.</p>

<p>36.8 Rostered day off falling on public holiday</p> <p>(a) An employee who, by the arrangement of their ordinary hours of work, is entitled to a rostered day off which falls on a holiday prescribed by this clause must, where practicable, observe the holiday and be granted an alternative rostered day off.</p> <p>(b) Where it is not practicable to grant an alternative rostered day off or by agreement between the employer and the employee, the employee must be paid for seven hours 36 minutes at ordinary rates.</p> <p>(c) Entitlement to extra payment will not arise under this clause for employees whose salary is in excess of the maximum salary for an Administrative services officer Level 5.</p>	<p>27.8 Rostered day off falling on public holiday</p> <p>(a) An employee who, by the arrangement of their ordinary hours of work, is entitled to a rostered day off which falls on a holiday prescribed by this clause must, where practicable, observe the holiday and be granted an alternative rostered day off.</p> <p>(b) Where it is not practicable to grant an alternative rostered day off or by agreement between the employer and the employee, the employee must be paid for seven hours 36 minutes at the minimum hourly rate.</p> <p>(c) Entitlement to extra payment will not arise under this clause for employees whose wage is in excess of the maximum rate for an Administrative services officer Level 5.</p>
<p><i>Clause inserted – proposed new provision</i></p>	<p>27.9 Part-day public holidays</p> <p>For provisions in relation to part-day public holidays see Schedule G—2015 Part-day Public Holidays.</p>
<p>Schedule A—Transitional Provisions</p> <p><i>Provision not reproduced</i></p>	<p><i>Transitional provision - clause removed - obsolete</i></p>
<p>Schedule B—Skill Level Descriptions</p> <p><i>Provision not reproduced</i></p>	<p>Schedule A—Skill Level Descriptions</p> <p><i>Provision not reproduced</i></p>
<p>Schedule C—School-based Apprentices</p> <p><i>Provision not reproduced</i></p>	<p>Schedule D—School-based Apprentices</p> <p><i>Provision not reproduced</i></p>
<p>Schedule D—Supported Wage System</p> <p><i>Provision not reproduced</i></p>	<p>Schedule E—Supported Wage System</p> <p><i>Provision not reproduced</i></p>
<p>Schedule E—National Training Wage</p> <p>Appendix E1: Allocation of Traineeships to Wage Levels</p> <p><i>Provision not reproduced</i></p>	<p>Schedule F—National Training Wage</p> <p><i>Current clause E.3.3 has been amended to remove the reference to training programs from 25 June 1997.</i></p> <p>Link to comparison document</p>

Schedule F—2015 Part-day Public Holidays <i>Provision not reproduced</i>	Schedule G—2015 Part-day Public Holidays <i>Provision not reproduced</i>
<i>Clause inserted - proposed new provision</i>	Schedule B—Summary of Hourly Rates of Pay <i>Provision not reproduced</i>
<i>Clause inserted - proposed new provision</i>	Schedule C—Summary of Monetary Allowances <i>Provision not reproduced</i>