# Award interpretation

|  |  |  |  |
| --- | --- | --- | --- |
| Award Rules | Full time | Part time | Casual |
| Overtime after weekly limit | 38 hours | 38 hours | 38 Hours |
| Overtime after Day Limit | 8 | 8 | 10 |
| Minimum Engagement Hours | 3 | 3 | 3 |
| Day Shift | Shift Starts at or after 5am and finish before 8pm | Shift Starts at or after 5am and finish before 8pm | Shift Starts at or after 5am and finish before 9pm |
| Afternoon Shift | Shift finishes after 7pm  and finish before 1am (next day) | Shift finishes after 7pm and finish before 1am (next day) | Shift finishes after 9pm and finish before 1am (next day) |
| Night Shift | Shift finishes after 1am and starts before 5am | Shift finishes after 1am and finish starts 5am | Shift finishes after 1am and finish starts 5am |
| Weekday Rate – Day Shift  Weekday Rate – Afternoon Shift  Weekday Rate – Night Shift | 100% | 100% | 120% |
| 115% | 115% | 135% |
| 125% | 125% | 145% |
| Saturday Rate | 150% | 150% | 170% |
| Sunday Rate | 200% | 200% | 220% |
| Public Holiday Rate | 250% | 250% | 250% |
| Overtime Monday To Saturday | First 2 Hours- 150% then 200% | First 2 Hours- 150% then 200% | First 2 Hours- 170% then 220% |
| Overtime on Sunday | 200% | 200% | 220% |

**Process Period – Weekly Start on Monday to Sunday**

**Base Rate = $20.0/ Hours**

**Rates:**

|  |  |  |  |
| --- | --- | --- | --- |
| Base Rate |  |  | 20 |
| Afternoon Rate |  |  | 20\*1.15 = 23 |
| Night Rate |  |  | 20\*1.25 = 25 |
| Saturday Rate |  |  | 20\*1.5=30 |
| Sunday Rate |  |  | 20\*2.0=40 |
| Public Holiday Rate |  |  | 20\*2.5=50 |
| Casual Loading Rate |  |  | 20\*0.20 =4 |
| Overtime 150% Rate |  |  | 20\*1.5=30 |
| Overtime 200% Rate |  |  | 20\*2.0=40 |

**(Paid Amount = Quantity\*Rate)**

Example of shifts in a week for a full time worker:

#### Shift 1: 15/02/2021 8am to 15/02/2021 4pm

Solution:

|  |  |  |  |
| --- | --- | --- | --- |
| Name | Quantity | Rate | Amount |
| Number of Hours worked |  |  | 8 |
| Is Day shift |  |  | 1 |
| Is Night Shift |  |  | 0 |
| Is Afternoon Shift |  |  | 0 |
| Is Ordinary day (any weekday except public holiday) |  |  | 1 |
| Is Sunday |  |  | 0 |
| Is Saturday |  |  | 0 |
| Is Public Holiday |  |  | 0 |
| Hours Over Daily Limit |  |  | 0 |
| Hours Over weekly Limit |  |  | 0 |
| Total Ordinary Hours |  |  | 8 |
| Total Overtime Hours |  |  | 0 |
| Base Paid | 8 | 20 | 160 |
| Afternoon Paid | 0 | 23 | 0 |
| Night Paid | 0 | 25 | 0 |
| Saturday Paid | 0 | 30 | 0 |
| Sunday Paid | 0 | 40 | 0 |
| Public Holiday Paid | 0 | 50 | 0 |
| Casual Loading Paid | 0 | 4 | 0 |
| Overtime 150% Paid | 0 | 30 | 0 |
| Overtime 200% Paid | 0 | 40 | 0 |

#### Shift 1: 16/02/2021 10am to 16/02/2021 10pm

Solution:

|  |  |  |  |
| --- | --- | --- | --- |
| Name | Quantity | Rate | Amount |
| Number of Hours worked |  |  | 12 |
| Is Day shift |  |  | 0 |
| Is Night Shift |  |  | 0 |
| Is Afternoon Shift |  |  | 1 |
| Is Ordinary day (any weekday except public holiday) |  |  | 1 |
| Is Sunday |  |  | 0 |
| Is Saturday |  |  | 0 |
| Is Public Holiday |  |  | 0 |
| Hours Over Daily Limit |  |  | 4 |
| Hours Over weekly Limit |  |  | 0 |
| Total Ordinary Hours |  |  | 8 |
| Total Overtime Hours |  |  | 4 |
| Base Paid | 0 | 20 | 0 |
| Afternoon Paid | 8 | 23 | 184 |
| Night Paid | 0 | 25 | 0 |
| Saturday Paid | 0 | 30 | 0 |
| Sunday Paid | 0 | 40 | 0 |
| Public Holiday Paid | 0 | 50 | 0 |
| Casual Loading Paid | 0 | 4 | 0 |
| Overtime 150% Paid | 2 | 30 | 60 |
| Overtime 200% Paid | 2 | 40 | 80 |

#### Shift 1: 17/02/2021 2am to 17/02/2021 10am

Solution:

|  |  |  |  |
| --- | --- | --- | --- |
| Name | Quantity | Rate | Amount |
| Number of Hours worked |  |  | 8 |
| Is Day shift |  |  | 0 |
| Is Night Shift |  |  | 1 |
| Is Afternoon Shift |  |  | 0 |
| Is Ordinary day (any weekday except public holiday) |  |  | 1 |
| Is Sunday |  |  | 0 |
| Is Saturday |  |  | 0 |
| Is Public Holiday |  |  | 0 |
| Hours Over Daily Limit |  |  | 0 |
| Hours Over weekly Limit |  |  | 0 |
| Total Ordinary Hours |  |  | 8 |
| Total Overtime Hours |  |  | 0 |
| Base Paid | 0 | 20 | 0 |
| Afternoon Paid | 0 | 23 | 0 |
| Night Paid | 8 | 25 | 200 |
| Saturday Paid | 0 | 30 | 0 |
| Sunday Paid | 0 | 40 | 0 |
| Public Holiday Paid | 0 | 50 | 0 |
| Casual Loading Paid | 0 | 4 | 0 |
| Overtime 150% Paid | 0 | 30 | 0 |
| Overtime 200% Paid | 0 | 40 | 0 |

#### Shift 1: 20/02/2021 6am to 20/02/2021 6pm

Solution:

|  |  |  |  |
| --- | --- | --- | --- |
| Name | Quantity | Rate | Amount |
| Number of Hours worked |  |  | 12 |
| Is Day shift |  |  | 1 |
| Is Night Shift |  |  | 0 |
| Is Afternoon Shift |  |  | 0 |
| Is Ordinary day (any weekday except public holiday) |  |  | 0 |
| Is Sunday |  |  | 0 |
| Is Saturday |  |  | 1 |
| Is Public Holiday |  |  | 0 |
| Hours Over Daily Limit |  |  | 4 |
| Hours Over weekly Limit |  |  | 0 |
| Total Ordinary Hours |  |  | 8 |
| Total Overtime Hours |  |  | 0 |
| Base Paid | 0 | 20 | 0 |
| Afternoon Paid | 0 | 23 | 0 |
| Night Paid | 0 | 25 | 0 |
| Saturday Paid | 8 | 30 | 240 |
| Sunday Paid | 0 | 40 | 0 |
| Public Holiday Paid | 0 | 50 | 0 |
| Casual Loading Paid | 0 | 4 | 0 |
| Overtime 150% Paid | 2 | 30 | 60 |
| Overtime 200% Paid | 2 | 40 | 80 |

#### Shift 1: 21/02/2021 8am to 21/02/2021 4pm

Solution:

|  |  |  |  |
| --- | --- | --- | --- |
| Name | Quantity | Rate | Amount |
| Number of Hours worked |  |  | 8 |
| Is Day shift |  |  | 1 |
| Is Night Shift |  |  | 0 |
| Is Afternoon Shift |  |  | 0 |
| Is Ordinary day (any weekday except public holiday) |  |  | 0 |
| Is Sunday |  |  | 1 |
| Is Saturday |  |  | 0 |
| Is Public Holiday |  |  | 0 |
| Hours Over Daily Limit |  |  | 0 |
| Hours Over weekly Limit |  |  | 2 |
| Total Ordinary Hours |  |  | 6 |
| Total Overtime Hours |  |  | 2 |
| Base Paid | 0 | 20 | 0 |
| Afternoon Paid | 0 | 23 | 0 |
| Night Paid | 0 | 25 | 0 |
| Saturday Paid | 0 | 30 | 0 |
| Sunday Paid | 6 | 40 | 240 |
| Public Holiday Paid | 0 | 50 | 0 |
| Casual Loading Paid | 0 | 4 | 0 |
| Overtime 150% Paid | 0 | 30 | 0 |
| Overtime 200% Paid | 2 | 40 | 80 |

### Example of shifts in a week for a Casual worker:

#### Shift 1: 15/02/2021 8am to 15/02/2021 4pm

Solution:

|  |  |  |  |
| --- | --- | --- | --- |
| Name | Quantity | Rate | Amount |
| Number of Hours worked |  |  | 8 |
| Is Day shift |  |  | 1 |
| Is Night Shift |  |  | 0 |
| Is Afternoon Shift |  |  | 0 |
| Is Ordinary day (any weekday except public holiday) |  |  | 1 |
| Is Sunday |  |  | 0 |
| Is Saturday |  |  | 0 |
| Is Public Holiday |  |  | 0 |
| Hours Over Daily Limit |  |  | 0 |
| Hours Over weekly Limit |  |  | 0 |
| Total Ordinary Hours |  |  | 8 |
| Total Overtime Hours |  |  | 0 |
| Base Paid | 8 | 20 | 160 |
| Afternoon Paid | 0 | 23 | 0 |
| Night Paid | 0 | 25 | 0 |
| Saturday Paid | 0 | 30 | 0 |
| Sunday Paid | 0 | 40 | 0 |
| Public Holiday Paid | 0 | 50 | 0 |
| Casual Loading Paid | 8 | 4 | 32 |
| Overtime 150% Paid | 0 | 30 | 0 |
| Overtime 200% Paid | 0 | 40 | 0 |

#### Shift 1: 16/02/2021 10am to 16/02/2021 10pm

Solution:

|  |  |  |  |
| --- | --- | --- | --- |
| Name | Quantity | Rate | Amount |
| Number of Hours worked |  |  | 12 |
| Is Day shift |  |  | 0 |
| Is Night Shift |  |  | 0 |
| Is Afternoon Shift |  |  | 1 |
| Is Ordinary day (any weekday except public holiday) |  |  | 1 |
| Is Sunday |  |  | 0 |
| Is Saturday |  |  | 0 |
| Is Public Holiday |  |  | 0 |
| Hours Over Daily Limit |  |  | 4 |
| Hours Over weekly Limit |  |  | 0 |
| Total Ordinary Hours |  |  | 8 |
| Total Overtime Hours |  |  | 4 |
| Base Paid | 0 | 20 | 0 |
| Afternoon Paid | 8 | 23 | 184 |
| Night Paid | 0 | 25 | 0 |
| Saturday Paid | 0 | 30 | 0 |
| Sunday Paid | 0 | 40 | 0 |
| Public Holiday Paid | 0 | 50 | 0 |
| Casual Loading Paid | 12 | 4 | 48 |
| Overtime 150% Paid | 2 | 30 | 60 |
| Overtime 200% Paid | 2 | 40 | 80 |

#### Shift 1: 17/02/2021 2am to 17/02/2021 10am

Solution:

|  |  |  |  |
| --- | --- | --- | --- |
| Name | Quantity | Rate | Amount |
| Number of Hours worked |  |  | 8 |
| Is Day shift |  |  | 0 |
| Is Night Shift |  |  | 1 |
| Is Afternoon Shift |  |  | 0 |
| Is Ordinary day (any weekday except public holiday) |  |  | 1 |
| Is Sunday |  |  | 0 |
| Is Saturday |  |  | 0 |
| Is Public Holiday |  |  | 0 |
| Hours Over Daily Limit |  |  | 0 |
| Hours Over weekly Limit |  |  | 0 |
| Total Ordinary Hours |  |  | 8 |
| Total Overtime Hours |  |  | 0 |
| Base Paid | 0 | 20 | 0 |
| Afternoon Paid | 0 | 23 | 0 |
| Night Paid | 8 | 25 | 200 |
| Saturday Paid | 0 | 30 | 0 |
| Sunday Paid | 0 | 40 | 0 |
| Public Holiday Paid | 0 | 50 | 0 |
| Casual Loading Paid | 8 | 4 | 32 |
| Overtime 150% Paid | 0 | 30 | 0 |
| Overtime 200% Paid | 0 | 40 | 0 |

#### Shift 1: 20/02/2021 6am to 20/02/2021 6pm

Solution:

|  |  |  |  |
| --- | --- | --- | --- |
| Name | Quantity | Rate | Amount |
| Number of Hours worked |  |  | 12 |
| Is Day shift |  |  | 1 |
| Is Night Shift |  |  | 0 |
| Is Afternoon Shift |  |  | 0 |
| Is Ordinary day (any weekday except public holiday) |  |  | 0 |
| Is Sunday |  |  | 0 |
| Is Saturday |  |  | 1 |
| Is Public Holiday |  |  | 0 |
| Hours Over Daily Limit |  |  | 4 |
| Hours Over weekly Limit |  |  | 0 |
| Total Ordinary Hours |  |  | 8 |
| Total Overtime Hours |  |  | 0 |
| Base Paid | 0 | 20 | 0 |
| Afternoon Paid | 0 | 23 | 0 |
| Night Paid | 0 | 25 | 0 |
| Saturday Paid | 8 | 30 | 240 |
| Sunday Paid | 0 | 40 | 0 |
| Public Holiday Paid | 0 | 50 | 0 |
| Casual Loading Paid | 12 | 4 | 48 |
| Overtime 150% Paid | 2 | 30 | 60 |
| Overtime 200% Paid | 2 | 40 | 80 |

#### Shift 1: 21/02/2021 8am to 21/02/2021 4pm

Solution:

|  |  |  |  |
| --- | --- | --- | --- |
| Name | Quantity | Rate | Amount |
| Number of Hours worked |  |  | 8 |
| Is Day shift |  |  | 1 |
| Is Night Shift |  |  | 0 |
| Is Afternoon Shift |  |  | 0 |
| Is Ordinary day (any weekday except public holiday) |  |  | 0 |
| Is Sunday |  |  | 1 |
| Is Saturday |  |  | 0 |
| Is Public Holiday |  |  | 0 |
| Hours Over Daily Limit |  |  | 0 |
| Hours Over weekly Limit |  |  | 2 |
| Total Ordinary Hours |  |  | 6 |
| Total Overtime Hours |  |  | 2 |
| Base Paid | 0 | 20 | 0 |
| Afternoon Paid | 0 | 23 | 0 |
| Night Paid | 0 | 25 | 0 |
| Saturday Paid | 0 | 30 | 0 |
| Sunday Paid | 6 | 40 | 240 |
| Public Holiday Paid | 0 | 50 | 0 |
| Casual Loading Paid | 8 | 4 | 32 |
| Overtime 150% Paid | 0 | 30 | 0 |
| Overtime 200% Paid | 2 | 40 | 80 |