**Port Authorities Award 2010**

This Fair Work Commission consolidated modern award incorporates all amendments up to and including 20 June 2019 ([PR707463](https://www.fwc.gov.au/documents/awardsandorders/html/pr707463.htm), [PR709080](https://www.fwc.gov.au/documents/awardsandorders/html/pr709080.htm)).

Clause(s) affected by the most recent variation(s):

13—Classifications and minimum wage rates

Schedule C—Supported Wage System

Current review matter(s): [AM2014/47](https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review/common-issues/am201447-annual-leave); [AM2014/190](https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review/common-issues/am2014190-transitional); [AM2014/196](https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review/common-issues/am2014196-part-time); [AM2014/197](https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review/common-issues/am2014197-casual); [AM2014/240](https://www.fwc.gov.au/awards-and-agreements/modern-award-reviews/4-yearly-review/award-stage/award-review-documents/MA000051?m=AM2014/240); [AM2014/300](https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review/common-issues/am2014300-award); [AM2014/301](https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review/common-issues/am2014301-public); [AM2015/1](https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review/common-issues/am20151-family-and); [AM2015/2](https://www.fwc.gov.au/awards-and-agreements/modern-award-reviews/4-yearly-review/am20152-family-friendly-work-arrangemen-0); [AM2016/15](https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review/common-issues/am201615-plain-language); [AM2016/17](https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review/common-issues/am201617-national); [AM2016/8](https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review/common-issues/am20168-payment-wages)

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1. Application and Operation
2. Title

This award is the *Port Authorities Award 2010*.

1. Commencement and transitional

[Varied by [PR991559](http://www.fwc.gov.au/awardsandorders/html/PR991559.htm), [PR542171](http://www.fwc.gov.au/awardsandorders/html/PR542171.htm)]

* 1. This award commences on 1 January 2010.
  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.
  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:
* minimum wages and piecework rates
* casual or part-time loadings
* Saturday, Sunday, public holiday, evening or other penalties
* shift allowances/penalties.

[2.4 varied by [PR542171](http://www.fwc.gov.au/awardsandorders/html/PR542171.htm) ppc 04Dec13]

* 1. 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.

[2.5 varied by [PR542171](http://www.fwc.gov.au/awardsandorders/html/PR542171.htm) ppc 04Dec13]

* 1. The Fair Work Commission may review the transitional arrangements in this award and make a determination varying the award.

[2.6 varied by [PR542171](http://www.fwc.gov.au/awardsandorders/html/PR542171.htm) ppc 04Dec13]

* 1. The Fair Work Commission may review the transitional arrangements:
     1. on its own initiative; or
     2. on application by an employer, employee, organisation or outworker entity covered by the modern award; or
     3. 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
     4. 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.

1. Definitions and interpretation

[Varied by [PR994535](http://www.fwc.gov.au/awardsandorders/html/PR994535.htm), [PR997772](http://www.fwc.gov.au/awardsandorders/html/PR997772.htm), [PR503670](http://www.fwc.gov.au/awardsandorders/html/PR503670.htm), [PR544281](http://www.fwc.gov.au/awardsandorders/html/PR544281.htm), [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm)]

* 1. In this award, unless the contrary intention appears:

**Act** means the *Fair Work Act 2009* (Cth)

[Definition of **adult apprentice** inserted by [PR544281](http://www.fwc.gov.au/awardsandorders/html/PR544281.htm) ppc 01Jan14]

**adult apprentice** means an apprentice who is 21 years of age or over at the commencement of their apprenticeship

**afternoon shift** means a shift that commences after 10.00 am and before 8.00 pm

[Definition of **agreement-based transitional instrument** inserted by [PR994535](http://www.fwc.gov.au/awardsandorders/html/PR994535.htm) from 01Jan10]

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

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

[Definition of **default** **fund employee** inserted by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14]

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

[Definition of **defined benefit member** inserted by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14]

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

[Definition of **Division 2B State award** inserted by [PR503670](http://www.fwc.gov.au/awardsandorders/html/PR503670.htm)] ppc 01Jan11]

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

[Definition of **Division 2B State employment agreement** inserted by [PR503670](http://www.fwc.gov.au/awardsandorders/html/PR503670.htm)] ppc 01Jan11]

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

[Definition of **employee** substituted by [PR997772](http://www.fwc.gov.au/awardsandorders/html/PR997772.htm) from 01Jan10]

**employee** means national system employee within the meaning of the Act

[Definition of **employer** substituted by [PR997772](http://www.fwc.gov.au/awardsandorders/html/PR997772.htm) from 01Jan10]

**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)

[Definition of **exempt public sector superannuation scheme** inserted by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14]

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

[Definition of **MySuper product** inserted by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14]

**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](http://www.fwc.gov.au/awardmod/download/nes.pdf) of the *Fair Work Act 2009* (Cth)

**night shift** means a shift that commences at or after 8.00 pm and before 5.00 am

[Definition of **on-hire** inserted by [PR994535](http://www.fwc.gov.au/awardsandorders/html/PR994535.htm) from 01Jan10]

**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

**port operator** means an employer that has a statutory or contractual right to manage or control a port, provides access to the port and that provides port services

**port services** includes:

* + 1. infrastructure management and integration;
    2. communications;
    3. navigation services including channel marking and management and pilot transfers;
    4. landside logistics, including loading and unloading facilities;
    5. mooring and gangways;
    6. sewage and waste disposal;
    7. security;
    8. emergency response;
    9. dredging;
    10. survey; and
    11. passenger services.

**shiftwork** means work performed by shiftworkers

**shiftworker** means an employee who is a seven day shiftworker who is regularly rostered to work on Sundays and public holidays

**standard rate** means the minimum weekly rate for a Level 4 employee in clause 13

[Definition of **transitional minimum wage instrument** inserted by [PR994535](http://www.fwc.gov.au/awardsandorders/html/PR994535.htm) from 01Jan10]

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

* 1. Where this award refers to a condition of employment provided for in the NES, the NES definition applies.

1. Coverage

[Varied by [PR994535](http://www.fwc.gov.au/awardsandorders/html/PR994535.htm), [PR529164](http://www.fwc.gov.au/awardsandorders/html/PR529164.htm)]

* 1. This industry award covers employers throughout Australia who are port operators and their employees in the classifications listed in clause 13 to the exclusion of any other modern award.

[4.2 varied by [PR529164](http://www.fwc.gov.au/awardsandorders/html/PR529164.htm) ppc 27Sep12]

* 1. The award does not cover maintenance contractors covered by the following awards:
     1. the *Manufacturing and Associated Industries and Occupations Award 2010*; or
     2. the *Electrical, Electronic and Communications Contracting Award 2010*.
  2. The award does not cover an employee excluded from award coverage by the Act.
  3. The award does not cover employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)), or employers in relation to those employees.

[New 4.5, 4.6 and 4.7 inserted by [PR994535](http://www.fwc.gov.au/awardsandorders/html/PR994535.htm) from 01Jan10]

* 1. 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 *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)), or employers in relation to those employees.
  2. 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.
  3. 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.

[4.5 renumbered as 4.8 by [PR994535](http://www.fwc.gov.au/awardsandorders/html/PR994535.htm) from 01Jan10]

* 1. 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.

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.

1. Access to the award and the National Employment Standards

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.

1. The National Employment Standards and this award

The [NES](http://www.fwc.gov.au/awardmod/download/nes.pdf) and this award contain the minimum conditions of employment for employees covered by this award.

1. Individual flexibility arrangements

[Varied by [PR542171](http://www.fwc.gov.au/awardsandorders/html/PR542171.htm); 7—Award flexibility renamed and substituted by [PR610214](https://www.fwc.gov.au/documents/awardsandorders/html/pr610214.htm) ppc 01Nov18]

* 1. Despite anything else in this award, an employer and an individual employee may agree to vary the application of the terms of this award relating to any of the following in order to meet the genuine needs of both the employee and the employer:
     1. arrangements for when work is performed; or
     2. overtime rates; or
     3. penalty rates; or
     4. allowances; or
     5. annual leave loading.
  2. An agreement must be one that is genuinely made by the employer and the individual employee without coercion or duress.
  3. An agreement may only be made after the individual employee has commenced employment with the employer.
  4. An employer who wishes to initiate the making of an agreement must:
     1. give the employee a written proposal; and
     2. if the employer is aware that the employee has, or reasonably should be aware that the employee may have, limited understanding of written English, take reasonable steps (including providing a translation in an appropriate language) to ensure that the employee understands the proposal.
  5. An agreement must result in the employee being better off overall at the time the agreement is made than if the agreement had not been made.
  6. An agreement must do all of the following:
     1. state the names of the employer and the employee; and
     2. identify the award term, or award terms, the application of which is to be varied; and
     3. set out how the application of the award term, or each award term, is varied; and
     4. set out how the agreement results in the employee being better off overall at the time the agreement is made than if the agreement had not been made; and
     5. state the date the agreement is to start.
  7. An agreement must be:
     1. in writing; and
     2. signed by the employer and the employee and, if the employee is under 18 years of age, by the employee’s parent or guardian.
  8. Except as provided in clause 7.7(b), an agreement must not require the approval or consent of a person other than the employer and the employee.
  9. The employer must keep the agreement as a time and wages record and give a copy to the employee.
  10. The employer and the employee must genuinely agree, without duress or coercion to any variation of an award provided for by an agreement.
  11. An agreement may be terminated:
      1. at any time, by written agreement between the employer and the employee; or
      2. by the employer or employee giving 13 weeks’ written notice to the other party (reduced to 4 weeks if the agreement was entered into before the first full pay period starting on or after 4 December 2013).

Note: If an employer and employee agree to an arrangement that purports to be an individual flexibility arrangement under this award term and the arrangement does not meet a requirement set out in s.144 then the employee or the employer may terminate the arrangement by giving written notice of not more than 28 days (see s.145 of the [Act](http://www.legislation.gov.au/Series/C2009A00028)).

* 1. An agreement terminated as mentioned in clause 7.11(b) ceases to have effect at the end of the period of notice required under that clause.
  2. The right to make an agreement under clause 7 is additional to, and does not affect, any other term of this award that provides for an agreement between an employer and an individual employee.

1. Consultation and Dispute Resolution
2. Consultation about major workplace change

[8—Consultation regarding major workplace change renamed and substituted by [PR546288](http://www.fwc.gov.au/awardsandorders/html/pr546288.htm), 8—Consultation renamed and substituted by [PR610214](https://www.fwc.gov.au/documents/awardsandorders/html/pr610214.htm) ppc 01Nov18]

* 1. If an employer makes a definite decision to make major changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, the employer must:
     1. give notice of the changes to all employees who may be affected by them and their representatives (if any); and
     2. discuss with affected employees and their representatives (if any):
        1. the introduction of the changes; and
        2. their likely effect on employees; and
        3. measures to avoid or reduce the adverse effects of the changes on employees; and
     3. commence discussions as soon as practicable after a definite decision has been made.
  2. For the purposes of the discussion under clause 8.1(b), the employer must give in writing to the affected employees and their representatives (if any) all relevant information about the changes including:
     1. their nature; and
     2. their expected effect on employees; and
     3. any other matters likely to affect employees.
  3. Clause 8.2 does not require an employer to disclose any confidential information if its disclosure would be contrary to the employer’s interests.
  4. The employer must promptly consider any matters raised by the employees or their representatives about the changes in the course of the discussion under clause 8.1(b).
  5. In clause 8:

**significant effects**, on employees, includes any of the following:

* + 1. termination of employment; or
    2. major changes in the composition, operation or size of the employer’s workforce or in the skills required; or
    3. loss of, or reduction in, job or promotion opportunities; or
    4. loss of, or reduction in, job tenure; or
    5. alteration of hours of work; or
    6. the need for employees to be retrained or transferred to other work or locations; or
    7. job restructuring.
  1. Where this award makes provision for alteration of any of the matters defined at clause 8.5, such alteration is taken not to have significant effect.

8A. Consultation about changes to rosters or hours of work

[8A inserted by [PR610214](https://www.fwc.gov.au/documents/awardsandorders/html/pr610214.htm) ppc 01Nov18]

**8A.1** Clause 8A applies if an employer proposes to change the regular roster or ordinary hours of work of an employee, other than an employee whose working hours are irregular, sporadic or unpredictable.

**8A.2** The employer must consult with any employees affected by the proposed change and their representatives (if any).

**8A.3** For the purpose of the consultation, the employer must:

* + 1. provide to the employees and representatives mentioned in clause 8A.2 information about the proposed change (for example, information about the nature of the change and when it is to begin); and
    2. invite the employees to give their views about the impact of the proposed change on them (including any impact on their family or caring responsibilities) and also invite their representative (if any) to give their views about that impact.

**8A.4** The employer must consider any views given under clause 8A.3(b).

**8A.5** Clause 8A is to be read in conjunction with any other provisions of this award concerning the scheduling of work or the giving of notice.

1. Dispute resolution

[Varied by [PR542171](http://www.fwc.gov.au/awardsandorders/html/PR542171.htm); substituted by [PR610214](https://www.fwc.gov.au/documents/awardsandorders/html/pr610214.htm) ppc 01Nov18]

* 1. Clause 9 sets out the procedures to be followed if a dispute arises about a matter under this award or in relation to the [NES](https://www.fwc.gov.au/documents/awardmod/download/nes.pdf).
  2. The parties to the dispute must first try to resolve the dispute at the workplace through discussion between the employee or employees concerned and the relevant supervisor.
  3. If the dispute is not resolved through discussion as mentioned in clause 9.2, the parties to the dispute must then try to resolve it in a timely manner at the workplace through discussion between the employee or employees concerned and more senior levels of management, as appropriate.
  4. If the dispute is unable to be resolved at the workplace and all appropriate steps have been taken under clauses 9.2 and 9.3, a party to the dispute may refer it to the Fair Work Commission.
  5. The parties may agree on the process to be followed by the Fair Work Commission in dealing with the dispute, including mediation, conciliation and consent arbitration.
  6. If the dispute remains unresolved, the Fair Work Commission may use any method of dispute resolution that it is permitted by the [Act](http://www.legislation.gov.au/Series/C2009A00028) to use and that it considers appropriate for resolving the dispute.
  7. A party to the dispute may appoint a person, organisation or association to support and/or represent them in any discussion or process under clause 9.
  8. While procedures are being followed under clause 9 in relation to a dispute:
     1. work must continue in accordance with this award and the [Act](http://www.legislation.gov.au/Series/C2009A00028); and
     2. an employee must not unreasonably fail to comply with any direction given by the employer about performing work, whether at the same or another workplace, that is safe and appropriate for the employee to perform.
  9. Clause 9.8 is subject to any applicable work health and safety legislation.

1. Types of Employment and Termination of Employment
2. Types of employment

[Varied by [PR700597](https://www.fwc.gov.au/documents/awardsandorders/html/pr700597.htm), [PR700674](https://www.fwc.gov.au/documents/awardsandorders/html/pr700674.htm)]

An employee may be engaged on a full-time, part-time or casual basis.

Full-time employment

A full-time employee is an employee who is engaged to work an average of 38 ordinary hours per week.

Part-time employment

* + 1. A part-time employee is an employee who:
       1. is engaged to work an average of fewer than 38 ordinary hours per week; and
       2. receives, on a pro rata basis, equivalent pay and conditions to those of full-time employees who do the same kind of work.
    2. For each hour worked, a part-time employee will be paid no less than 1/38th of the minimum weekly rate of pay for their classification in clause 13.
    3. Before commencing part-time employment the employee and employer must agree upon the number of hours to be worked each day, the days of the week the employee will work and the starting and finishing times each day.
    4. All time worked in excess of the agreed hours will be paid at the appropriate overtime rate.

Casual employment

* + 1. A casual employee is one engaged and paid as such. A casual employee’s ordinary hours of work are the lesser of 38 hours per week or the hours required to be worked by the employer.
    2. For each hour worked, a casual employee will be paid no less than 1/38th of the minimum weekly rate of pay for their classification in clause 13, plus a casual loading of 25%.
    3. The casual loading is paid instead of annual leave, paid personal/carer’s leave, notice of termination, redundancy benefits and the other attributes of full-time or part-time employment. The loading constitutes part of the casual employee’s all purpose rate.

[10.3(d) inserted by [PR700674](https://www.fwc.gov.au/documents/awardsandorders/html/pr700674.htm) ppc 01Oct18]

* + 1. A casual employee must be engaged and paid for at least 2 consecutive hours of work on each occasion they are required to attend work.

Right to request casual conversion

[10.4 inserted by [PR700597](https://www.fwc.gov.au/documents/awardsandorders/html/pr700597.htm) ppc 01Oct18]

* + 1. A person engaged by a particular employer as a regular casual employee may request that their employment be converted to full-time or part-time employment.
    2. A **regular casual employee** is a casual employee who has in the preceding period of 12 months worked a pattern of hours on an ongoing basis which, without significant adjustment, the employee could continue to perform as a full-time employee or part-time employee under the provisions of this award.
    3. A regular casual employee who has worked equivalent full-time hours over the preceding period of 12 months’ casual employment may request to have their employment converted to full-time employment.
    4. A regular casual employee who has worked less than equivalent full-time hours over the preceding period of 12 months’ casual employment may request to have their employment converted to part-time employment consistent with the pattern of hours previously worked.
    5. Any request under this subclause must be in writing and provided to the employer.
    6. Where a regular casual employee seeks to convert to full-time or part-time employment, the employer may agree to or refuse the request, but the request may only be refused on reasonable grounds and after there has been consultation with the employee.
    7. Reasonable grounds for refusal include that:
       1. it would require a significant adjustment to the casual employee’s hours of work in order for the employee to be engaged as a full-time or part-time employee in accordance with the provisions of this award – that is, the casual employee is not truly a regular casual employee as defined in paragraph (b);
       2. it is known or reasonably foreseeable that the regular casual employee’s position will cease to exist within the next 12 months;
       3. it is known or reasonably foreseeable that the hours of work which the regular casual employee is required to perform will be significantly reduced in the next 12 months; or
       4. it is known or reasonably foreseeable that there will be a significant change in the days and/or times at which the employee’s hours of work are required to be performed in the next 12 months which cannot be accommodated within the days and/or hours during which the employee is available to work.
    8. For any ground of refusal to be reasonable, it must be based on facts which are known or reasonably foreseeable.
    9. Where the employer refuses a regular casual employee’s request to convert, the employer must provide the casual employee with the employer’s reasons for refusal in writing within 21 days of the request being made. If the employee does not accept the employer’s refusal, this will constitute a dispute that will be dealt with under the dispute resolution procedure in clause 9. Under that procedure, the employee or the employer may refer the matter to the Fair Work Commission if the dispute cannot be resolved at the workplace level.
    10. Where it is agreed that a casual employee will have their employment converted to full-time or part-time employment as provided for in this clause, the employer and employee must discuss and record in writing:
        1. the form of employment to which the employee will convert – that is, full-time or part-time employment; and
        2. if it is agreed that the employee will become a part-time employee, the matters referred to in clause 10.2(c).
    11. The conversion will take effect from the start of the next pay cycle following such agreement being reached unless otherwise agreed.
    12. Once a casual employee has converted to full-time or part-time employment, the employee may only revert to casual employment with the written agreement of the employer.
    13. A casual employee must not be engaged and re-engaged (which includes a refusal to re-engage), or have their hours reduced or varied, in order to avoid any right or obligation under this clause.
    14. Nothing in this clause obliges a regular casual employee to convert to full-time or part-time employment, nor permits an employer to require a regular casual employee to so convert.
    15. Nothing in this clause requires an employer to increase the hours of a regular casual employee seeking conversion to full-time or part-time employment.
    16. An employer must provide a casual employee, whether a regular casual employee or not, with a copy of the provisions of this subclause within the first 12 months of the employee’s first engagement to perform work. In respect of casual employees already employed as at 1 October 2018, an employer must provide such employees with a copy of the provisions of this subclause by 1 January 2019.
    17. A casual employee’s right to request to convert is not affected if the employer fails to comply with the notice requirements in paragraph (p).

1. Termination of employment

[11 substituted by [PR610214](https://www.fwc.gov.au/documents/awardsandorders/html/pr610214.htm) ppc 01Nov18]

Note: The [NES](https://www.fwc.gov.au/documents/awardmod/download/nes.pdf) sets out requirements for notice of termination by an employer. See ss.117 and 123 of the [Act](http://www.legislation.gov.au/Series/C2009A00028).

Notice of termination by an employee

* + 1. This clause applies to all employees except those identified in ss.123(1) and 123(3) of the [Act](http://www.legislation.gov.au/Series/C2009A00028).
    2. An employee must give the employer notice of termination in accordance with **Table 1—Period of notice** of at least the period specified in column 2 according to the period of continuous service of the employee specified in column 1.

**Table 1—Period of notice**

| **Column 1 Employee’s period of continuous service with the employer at the end of the day the notice is given** | **Column 2 Period of notice** |
| --- | --- |
| Not more than 1 year | 1 week |
| More than 1 year but not more than 3 years | 2 weeks |
| More than 3 years but not more than 5 years | 3 weeks |
| More than 5 years | 4 weeks |

Note: The notice of termination required to be given by an employee is the same as that required of an employer except that the employee does not have to give additional notice based on the age of the employee.

* + 1. In paragraph (b) **continuous service** has the same meaning as in s.117 of the [Act](http://www.legislation.gov.au/Series/C2009A00028).
    2. If an employee who is at least 18 years old does not give the period of notice required under paragraph (b), then the employer may deduct from wages due to the employee under this award an amount that is no more than one week’s wages for the employee.
    3. If the employer has agreed to a shorter period of notice than that required under paragraph (b), then no deduction can be made under paragraph (d).
    4. Any deduction made under paragraph (d) must not be unreasonable in the circumstances.

Job search entitlement

Where an employer has given notice of termination to an employee, the employee must be allowed time off without loss of pay of up to one day for the purpose of seeking other employment.

* 1. The time off under clause 11.2 is to be taken at times that are convenient to the employee after consultation with the employer.

1. Redundancy

[Varied by [PR994535](http://www.fwc.gov.au/awardsandorders/html/PR994535.htm), [PR503670](http://www.fwc.gov.au/awardsandorders/html/PR503670.htm); [PR561478](http://www.fwc.gov.au/awardsandorders/html/PR561478.htm); substituted by [PR707010](https://www.fwc.gov.au/documents/awardsandorders/html/pr707010.htm) ppc 03May19]

NOTE: Redundancy pay is provided for in the [NES](https://www.fwc.gov.au/documents/awardmod/download/nes.pdf). See sections 119–123 of the [Act](http://www.legislation.gov.au/Series/C2009A00028).

Transfer to lower paid duties on redundancy

* + 1. Clause 12.1 applies if, because of redundancy, an employee is transferred to new duties to which a lower ordinary rate of pay applies.
    2. The employer may:
       1. give the employee notice of the transfer of at least the same length as the employee would be entitled to under section 117 of the [Act](http://www.legislation.gov.au/Series/C2009A00028) as if it were a notice of termination given by the employer; or
       2. transfer the employee to the new duties without giving notice of transfer or before the expiry of a notice of transfer, provided that the employer pays the employee as set out in paragraph (c).
    3. If the employer acts as mentioned in paragraph (b)(ii), the employee is entitled to a payment of an amount equal to the difference between the ordinary rate of pay of the employee (inclusive of all-purpose allowances, shift rates and penalty rates applicable to ordinary hours) for the hours of work the employee would have worked in the first role, and the ordinary rate of pay (also inclusive of all-purpose allowances, shift rates and penalty rates applicable to ordinary hours) of the employee in the second role for the period for which notice was not given.

Employee leaving during redundancy notice period

* + 1. An employee given notice of termination in circumstances of redundancy may terminate their employment during the minimum period of notice prescribed by section 117(3) of the [Act](http://www.legislation.gov.au/Series/C2009A00028).
    2. The employee is entitled to receive the benefits and payments they would have received under clause 12 or under sections 119–123 of the [Act](http://www.legislation.gov.au/Series/C2009A00028) had they remained in employment until the expiry of the notice.
    3. However, the employee is not entitled to be paid for any part of the period of notice remaining after the employee ceased to be employed.

Job search entitlement

* + 1. Where an employer has given notice of termination to an employee in circumstances of redundancy, the employee must be allowed time off without loss of pay of up to one day each week of the minimum period of notice prescribed by section 117(3) of the [Act](http://www.legislation.gov.au/Series/C2009A00028) for the purpose of seeking other employment.
    2. If an employee is allowed time off without loss of pay of more than one day under paragraph (a), the employee must, at the request of the employer, produce proof of attendance at an interview.
    3. A statutory declaration is sufficient for the purpose of paragraph (b).
    4. An employee who fails to produce proof when required under paragraph (b) is not entitled to be paid for the time off.
    5. This entitlement applies instead of clauses 11.2 and 11.3.

1. Minimum Wages and Related Matters
2. Classifications and minimum wage rates

[Varied by [PR997938](http://www.fwc.gov.au/awardsandorders/html/PR997938.htm), [PR509082](http://www.fwc.gov.au/awardsandorders/html/PR509082.htm), [PR522913](http://www.fwc.gov.au/awardsandorders/html/PR522913.htm), [PR536716](http://www.fwc.gov.au/awardsandorders/html/PR536716.htm), [PR544281](http://www.fwc.gov.au/awardsandorders/html/PR544281.htm), [PR549884](http://www.fwc.gov.au/awardsandorders/html/PR549884.htm), [PR551639](http://www.fwc.gov.au/awardsandorders/html/PR551639.htm), [PR559294](http://www.fwc.gov.au/awardsandorders/html/PR559294.htm), [PR566724](https://www.fwc.gov.au/awardsandorders/html/PR566724.htm), [PR579821](https://www.fwc.gov.au/awardsandorders/html/PR579821.htm), [PR592149](https://www.fwc.gov.au/awardsandorders/html/PR592149.htm), [PR593835](http://www.fwc.gov.au/awardsandorders/html/pr593835.htm), [PR606376](https://www.fwc.gov.au/documents/awardsandorders/html/pr606376.htm), [PR707463](https://www.fwc.gov.au/documents/awardsandorders/html/pr707463.htm)]

Adult employees

[13.1(a) varied by [PR997938](http://www.fwc.gov.au/awardsandorders/html/PR997938.htm), [PR509082](http://www.fwc.gov.au/awardsandorders/html/PR509082.htm), [PR522913](http://www.fwc.gov.au/awardsandorders/html/PR522913.htm), [PR536716](http://www.fwc.gov.au/awardsandorders/html/PR536716.htm), [PR551639](http://www.fwc.gov.au/awardsandorders/html/PR551639.htm), [PR566724](https://www.fwc.gov.au/awardsandorders/html/PR566724.htm), [PR579821](https://www.fwc.gov.au/awardsandorders/html/PR579821.htm), [PR592149](https://www.fwc.gov.au/awardsandorders/html/PR592149.htm), [PR606376](https://www.fwc.gov.au/documents/awardsandorders/html/pr606376.htm), [PR707463](https://www.fwc.gov.au/documents/awardsandorders/html/pr707463.htm) ppc 01Jul19]

* + 1. A full-time adult employee must be paid a weekly rate as set out below.

| **Level** | **Minimum weekly rate $** |
| --- | --- |
| Level 1 | 740.80 |
| Level 2 | 780.90 |
| Level 3 | 818.50 |
| Level 4 | 862.50 |
| Level 5 | 889.50 |
| Level 6 | 916.60 |
| Level 7 | 941.10 |
| Level 8 | 995.50 |
| Level 9 | 1067.00 |
| Level 10 | 1132.00 |
| Level 11 | 1274.90 |
| Level 12 | 1440.00 |
| Level 13 | 2094.40 |
| Level 14 | 2195.70 |
| Level 15 | 2297.20 |

* + 1. The classification structure and definitions for the above classifications are contained in Schedule B—Classification Structure.

Junior employees

Where the law permits junior employees to perform work covered by this award, the junior employee will be entitled to the percentage of the applicable adult weekly rate (in the case of part-time or casual employees the hourly rate) for their classification as set out in the table below.

|  |  |
| --- | --- |
| **Age** | **Percentage of adult rate** |
|  | **%** |
| 16 years or under | 75 |
| At 17 years | 85 |
| At 18 years | 100 |

Apprentices and trainees

[13.3 substituted by [PR544281](http://www.fwc.gov.au/awardsandorders/html/PR544281.htm) ppc01Jan14]

[13.3(a) substituted by [PR593835](http://www.fwc.gov.au/awardsandorders/html/pr593835.htm) ppc 01Jul17]

* + 1. The terms of this award apply to apprentices and trainees, subject to the provisions of an applicable contract of apprenticeship or training agreement operating under federal, State or Territory apprenticeship or training legislation.

[13.3(b) substituted by [PR593835](http://www.fwc.gov.au/awardsandorders/html/pr593835.htm) ppc 01Jul17]

National training wage

* + - 1. Schedule E to the *Miscellaneous Award 2010* sets out minimum wage rates and conditions for employees undertaking traineeships.

[13.3(b)(ii) varied by [PR606376](https://www.fwc.gov.au/documents/awardsandorders/html/pr606376.htm), [PR707463](https://www.fwc.gov.au/documents/awardsandorders/html/pr707463.htm) ppc 01Jul19]

* + - 1. This award incorporates the terms of Schedule E to the *Miscellaneous Award 2010* as at 1 July 2019. Provided that any reference to “this award” in Schedule E to the *Miscellaneous Award 2010* is to be read as referring to the *Port Authorities Award 2010* and not the *Miscellaneous Award 2010.*

[13.3(c) substituted by [PR549884](http://www.fwc.gov.au/awardsandorders/html/PR549884.htm) ppc 01Jan14]

* + 1. Apprentices who commenced before 1 January 2014 will be entitled to the percentage of the applicable adult weekly rate for their classification as set out in the table below.

| **Year of apprenticeship** | **Percentage of adult rate %** |
| --- | --- |
|  |  |
| 1st year | 45 |
| 2nd year | 55 |
| 3rd year | 75 |
| 4th year | 88 |

[13.3(d) substituted by [PR566724](https://www.fwc.gov.au/awardsandorders/html/PR566724.htm) ppc 01Jul15]

* + 1. Apprentices who commenced their apprenticeship on or after 1 January 2014 will be entitled to the rate prescribed in clause 13.3(c) or the following percentage of the Level 4 adult weekly rate in clause 13.1(a) whichever is the greater:

| **Year of apprenticeship** | **Percentage of** [**standard rate**](#standard_rate) **for apprentices who have not completed year 12**  **%** | **Percentage of** [**standard rate**](#standard_rate) **for apprentices who have completed year 12**  **%** |
| --- | --- | --- |
| 1st year | 50 | 55 |
| 2nd year | 60 | 65 |
| 3rd year | 75 | 75 |
| 4th year | 88 | 88 |

* + 1. 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 minimum wage rate for the Level 4 classification, or the rate prescribed by clause 13.3(c) or 13.3(d) for the relevant year of the apprenticeship, whichever is the greater.
    2. 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 13.1—Adult employees, or the rate prescribed by clause 13.3(c) or 13.3(d) for the relevant year of the apprenticeship, whichever is the greater.
    3. A person employed by an employer under this award immediately prior to entering into a training agreement as an adult apprentice with that employer must not suffer a reduction in their minimum wage by virtue of entering into the training agreement, provided that the person has been an employee in that enterprise for at least six months as a full-time employee or twelve months as a part-time or regular and systematic casual employee immediately prior to commencing the apprenticeship. For the purpose only of fixing a minimum wage, the adult apprentice must continue to receive the minimum wage that applies to the classification specified in clause 13.1 in which the adult apprentice was engaged immediately prior to entering into the training agreement.

Apprentice conditions of employment

[New 13.4 inserted by [PR559294](http://www.fwc.gov.au/awardsandorders/html/PR559294.htm) ppc 01Jan15]

* + 1. 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.
    2. For the purposes of clause 13.4(a) 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.
    3. The amount payable by an employer under clause 13.4(a) 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.
    4. 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 apprenticeship, or within three months of the commencement of the training provided by the RTO, whichever is the later, unless there is unsatisfactory progress.
    5. An employer may meet its obligations under clause 13.4(d) by paying any fees and/or cost of textbooks directly to the RTO.
    6. An apprentice is entitled to be released from work without loss of continuity of employment and to payment of the appropriate wages to attend any training and assessment specified in, or associated with, the training contract.
    7. 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 D—School-based Apprentices.
    8. 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.

Supported wage system

[13.4 renumbered as 13.5 by [PR559294](http://www.fwc.gov.au/awardsandorders/html/PR559294.htm) ppc 01Jan15]

See Schedule C

School-based apprentices

[13.5 renumbered as 13.6 by [PR559294](http://www.fwc.gov.au/awardsandorders/html/PR559294.htm) ppc 01Jan15]

See Schedule D

National training wage

[13.6 renumbered as 13.7 by [PR559294](http://www.fwc.gov.au/awardsandorders/html/PR559294.htm) ppc 01Jan15; deleted by [PR593835](http://www.fwc.gov.au/awardsandorders/html/pr593835.htm) ppc 01Jul17]

1. Allowances

To view the current monetary amounts of work-related allowances refer to the [Allowances Sheet](http://www.fwc.gov.au/documents/documents/modern_awards/allowances/MA000051-all.pdf).

[Varied by [PR998170](http://www.fwc.gov.au/awardsandorders/html/PR998170.htm), [PR523034](http://www.fwc.gov.au/awardsandorders/html/PR523034.htm), [PR536837](http://www.fwc.gov.au/awardsandorders/html/PR536837.htm), [[PR551760](http://www.fwc.gov.au/awardsandorders/html/PR551760.htm)](http://www.fwc.gov.au/awardsandorders/html/PR000000.htm), [PR579568](https://www.fwc.gov.au/documents/awardsandorders/html/pr579568.htm), [PR592311](http://www.fwc.gov.au/awardsandorders/html/pr592311.htm)]

Expenses incurred in the course of employment

Motor vehicle/motorcycle reimbursement rate

* + - 1. Reimbursement for the use of a private motor vehicle/motorcycle will only occur where the employer has given approval prior to the actual use of the private motor vehicle/motorcycle by the employee.

[14.1(a)(ii) varied by [PR523034](http://www.fwc.gov.au/awardsandorders/html/PR523034.htm), [PR536837](http://www.fwc.gov.au/awardsandorders/html/PR536837.htm), [[PR551760](http://www.fwc.gov.au/awardsandorders/html/PR551760.htm)](http://www.fwc.gov.au/awardsandorders/html/PR000000.htm) ppc 01Jul14]

* + - 1. Where approval has been given for the use of the private motor vehicle/motorcycle by the employer, employees will be paid an allowance of $0.78 per kilometre.

Protective clothing and equipment

Where an employee is required to wear protective clothing and equipment as stipulated by the relevant law operating in a State or Territory covered by this award, the employer must reimburse the employee for the cost of purchasing such special clothing and equipment. The provisions of this paragraph do not apply where the clothing and equipment is supplied by the employer.

Tools

[14.1(c) varied by [PR998170](http://www.fwc.gov.au/awardsandorders/html/PR998170.htm), [PR579568](https://www.fwc.gov.au/documents/awardsandorders/html/pr579568.htm), [PR592311](http://www.fwc.gov.au/awardsandorders/html/pr592311.htm) ppc 01Jul17]

A qualified tradesperson (Level 4 and above) who is required by the employer to provide tools will be paid $15.29 per week for supplying and maintaining tools ordinarily required for the performance of their work as tradespersons.

Electrician’s licence allowance

An electrical worker who is an electrical mechanic who holds and in the course of their duties may be required to use an unrestricted licence must be paid an all-purpose allowance of 4.55% of the [standard rate](#standard_rate) per week.

Allowances for responsibilities or skills that are not taken into account in rates of pay

First aid allowance

An employee who has been trained to render first aid and who is the current holder of appropriate first aid qualifications such as a certificate from the St John Ambulance or similar body must be paid a weekly allowance of 1.8% of the [standard rate](#standard_rate) if appointed by the employer as a first aid officer.

Higher duties allowance

An employee performing the tasks, role and responsibilities of an employee at a higher classification on a temporary basis for one shift or day, must be paid at the higher wage rate for the period they perform those duties.

Adjustment of expense related allowances

* + 1. At the time of any adjustment to the [standard rate](#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.

[14.3(b) varied by [PR523034](http://www.fwc.gov.au/awardsandorders/html/PR523034.htm) ppc 01Jul12]

* + 1. 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:

| **Allowance** | **Applicable Consumer Price Index figure** |
| --- | --- |
| Tools allowance | Tools and equipment for house and garden component of the household appliances, utensils and tools sub-group |
| Vehicle allowance | Private motoring sub-group |

1. District allowances

[Varied by [PR994535](http://www.fwc.gov.au/awardsandorders/html/PR994535.htm)l; deleted by [PR561478](http://www.fwc.gov.au/awardsandorders/html/PR561478.htm) ppc 05Mar15]

1. Accident pay

[Varied by [PR994535](http://www.fwc.gov.au/awardsandorders/html/PR994535.htm), [PR503670](http://www.fwc.gov.au/awardsandorders/html/PR503670.htm); deleted by [PR561478](http://www.fwc.gov.au/awardsandorders/html/PR561478.htm) ppc 05Mar15]

1. Payment of wages

[Varied by [PR610077](https://www.fwc.gov.au/documents/awardsandorders/html/pr610077.htm)]

* 1. Wages will be paid weekly or fortnightly unless otherwise agreed between the employer and the employee.
  2. Wages will be paid by cash or electronic funds transfer (EFT).

Payment on termination of employment

[17.3 inserted by [PR610077](https://www.fwc.gov.au/documents/awardsandorders/html/pr610077.htm) ppc 01Nov18]

* + 1. The employer must pay an employee no later than 7 days after the day on which the employee’s employment terminates:
       1. the employee’s wages under this award for any complete or incomplete pay period up to the end of the day of termination; and
       2. all other amounts that are due to the employee under this award and the [NES](http://www.fwc.gov.au/awardmod/download/nes.pdf).
    2. The requirement to pay wages and other amounts under paragraph (a) is subject to further order of the Commission and the employer making deductions authorised by this award or the [Act](http://www.legislation.gov.au/Series/C2009A00028).

Note 1: Section 117(2) of the [Act](http://www.legislation.gov.au/Series/C2009A00028) provides that an employer must not terminate an employee’s employment unless the employer has given the employee the required minimum period of notice or “has paid” to the employee payment instead of giving notice.

Note 2: Paragraph (b) allows the Commission to make an order delaying the requirement to make a payment under this clause. For example, the Commission could make an order delaying the requirement to pay redundancy pay if an employer makes an application under s.120 of the [Act](http://www.legislation.gov.au/Series/C2009A00028) for the Commission to reduce the amount of redundancy pay an employee is entitled to under the [NES](http://www.fwc.gov.au/awardmod/download/nes.pdf).

Note 3: State and Territory long service leave laws or long service leave entitlements under s.113 of the [Act](http://www.legislation.gov.au/Series/C2009A00028), may require an employer to pay an employee for accrued long service leave on the day on which the employee’s employment terminates or shortly after.

1. Superannuation

[Varied by [PR990819](http://www.fwc.gov.au/awardsandorders/html/PR990819.htm), [PR994535](http://www.fwc.gov.au/awardsandorders/html/PR994535.htm), [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm), [PR549528](http://www.fwc.gov.au/awardsandorders/html/PR549528.htm)]

Superannuation legislation

* + 1. Superannuation legislation, including the *Superannuation Guarantee (Administration) Act 1992* (Cth), the *Superannuation Guarantee Charge Act 1992* (Cth), the *Superannuation Industry (Supervision) Act 1993* (Cth) and the *Superannuation (Resolution of Complaints) Act 1993* (Cth), deals with the superannuation rights and obligations of employers and employees. Under superannuation legislation individual employees generally have the opportunity to choose their own superannuation fund. If an employee does not choose a superannuation fund, any superannuation fund nominated in the award covering the employee applies.
    2. The rights and obligations in these clauses supplement those in superannuation legislation.

Employer contributions

An employer must make such superannuation contributions to a superannuation fund for the benefit of an employee as will avoid the employer being required to pay the superannuation guarantee charge under superannuation legislation with respect to that employee.

Voluntary employee contributions

* + 1. Subject to the governing rules of the relevant superannuation fund, an employee may, in writing, authorise their employer to pay on behalf of the employee a specified amount from the post-taxation wages of the employee into the same superannuation fund as the employer makes the superannuation contributions provided for in clause 18.2.
    2. An employee may adjust the amount the employee has authorised their employer to pay from the wages of the employee from the first of the month following the giving of three months’ written notice to their employer.
    3. The employer must pay the amount authorised under clauses 18.3(a) or (b) no later than 28 days after the end of the month in which the deduction authorised under clauses 18.3(a) or (b) was made.

Superannuation fund

[18.4 varied by [PR994535](http://www.fwc.gov.au/awardsandorders/html/PR994535.htm) from 01Jan10]

Unless, to comply with superannuation legislation, the employer is required to make the superannuation contributions provided for in clause 18.2 to another superannuation fund that is chosen by the employee, the employer must make the superannuation contributions provided for in clause 18.2. and pay the amount authorised under clauses 18.3(a) or 18.3(b) to one of the following superannuation funds or its successor:

* + 1. First State Super (NSW);

[18.4(b) deleted by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14]

[18.4(c) deleted by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14]

[18.4(d) renumbered as 18.4(b) by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14]

* + 1. Sunsuper;

[18.4(e) renumbered as 18.4(c) by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14]

* + 1. QSuper;

[18.4(f) renumbered as 18.4(d) by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14]

* + 1. Tasplan;

[18.4(g) deleted by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14]

[18.4(h) deleted by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14]

[18.4(i) deleted by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14]

[18.4(j) deleted by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14]

[18.4(k) renumbered as 18.4(e) by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14]

* + 1. Equipsuper;

[18.4(l) renumbered as 18.4(f) by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14]

* + 1. M.T.A.A. Super Fund;

[18.4(m) renumbered as 18.4(g) by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14]

* + 1. Statewide Superannuation Trust (SST);

[18.4(n) renumbered as 18.4(h) by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14]

* + 1. Maritime Super;

[18.4(o) renumbered as 18.4(i) by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14]

* + 1. AMP Superannuation Savings Trust;

[18.4(p) deleted by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14]

[New 18.4(j) inserted by [PR549528](http://www.fwc.gov.au/awardsandorders/html/PR549528.htm) ppc 01Jan14]

* + 1. Westscheme

[18.4(q) renumbered as 18.4(j) and varied by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14; renumbered as 18.4(k) by [PR549528](http://www.fwc.gov.au/awardsandorders/html/PR549528.htm) ppc 01Jan14]

* + 1. any superannuation fund to which the employer was making superannuation contributions for the benefit of its employees before 12 September 2008, provided the superannuation fund is an eligible choice fund and is a fund that offers a MySuper product or is an exempt public sector scheme; or

[New 18.4(k) inserted by [PR546025](http://www.fwc.gov.au/awardsandorders/html/PR546025.htm) ppc 01Jan14; renumbered as 18.4(l) by [PR549528](http://www.fwc.gov.au/awardsandorders/html/PR549528.htm) ppc 01Jan14]

* + 1. a superannuation fund or scheme which the employee is a defined benefit member of.

1. Hours of Work and Related Matters
2. Ordinary hours of work and rostering
   1. This clause supplements Division 3 of the NES which deals with maximum weekly hours.

Day workers

* + 1. Subject to clause 19.5, the ordinary hours of work for day workers are an average of 38 hours per week but not exceeding 608 hours over a period of 16 weeks.
    2. The ordinary hours of work may be worked on any day of the week including Saturday and Sunday provided that work on a Saturday or Sunday has been agreed between the employer and an employee or between the employer and the majority of a group of employees.
    3. The ordinary hours of work are to be worked continuously, except for meal breaks, at the discretion of the employer between 6.00 am and 7.00 pm. The spread of hours of 6.00 am and 7.00 pm may be altered by agreement between the employer and an employee or between the employer and the majority of a group of employees.
    4. Unless an agreement has been reached in accordance with clause 19.2(c), all work outside the spread of hours will be paid at time and a half between midnight on Friday and midnight on Saturday and double time between midnight on Saturday and midnight on Sunday.
    5. A day worker required to work on a public holiday will be paid at double time and a half for all such work and for a minimum of four hours.

Continuous shiftworkers

* + 1. Continuous shiftwork means work carried on with continuous shifts of employees throughout the 24 hours of each day in the week without interruption except for breakdowns or unavoidable causes beyond the control of the employer.
    2. The ordinary hours of continuous shiftworkers are, at the discretion of the employer, to average 38 hours per week inclusive of meal breaks and must not exceed 608 hours in 16 weeks.
    3. Continuous shiftworkers may be required to work shifts up to 12 hours in duration for ordinary hours of work provided that a continuous shiftworker will not work more than one shift in any day other than for a regular changeover of shifts.

Non-continuous shiftworkers

* + 1. The ordinary hours of non-continuous shiftworkers are, at the discretion of the employer, to average 38 hours per week and must not exceed 608 hours in 16 weeks.
    2. The ordinary hours of work must be worked continuously, except for meal breaks, at the discretion of the employer.
    3. Non-continuous shiftworkers may be required to work shifts up to 12 hours in duration for ordinary hours of work provided that a non-continuous shiftworker will not work more than one shift in any day other than for a regular changeover of shifts.

Methods of arranging ordinary working hours

* + 1. Subject to the employer’s right to fix the daily hours of work for day workers from time to time within the spread of hours referred to in clause 19.2(c) and the employer’s right to fix the commencing and finishing time of shifts from time to time, the arrangement of ordinary working hours must be by agreement between the employer and the majority of employees in the enterprise or part of the enterprise concerned. This does not preclude the employer reaching agreement with individual employees about how their working hours are to be arranged.
    2. The matters on which agreement may be reached include:
       1. how the hours are to be averaged within a work cycle established in accordance with clauses 19.2, 19.3 and 19.4;
       2. the duration of the work cycle for day workers provided that such duration does not exceed three months;
       3. rosters which specify the starting and finishing times of working hours;
       4. a period of notice of a rostered day off which is less than four weeks;
       5. substitution of rostered days off;
       6. accumulation of rostered days off;
       7. arrangements which allow for flexibility in relation to the taking of rostered days off; and
       8. any arrangements of ordinary hours which exceed eight hours in any day.
    3. Subject to clauses 19.3(c) and 19.4(c), by agreement between an employer and the majority of employees in the enterprise or part of the enterprise concerned, 12 hour days or shifts may be introduced subject to:
       1. proper health monitoring procedures being introduced;
       2. suitable roster arrangements being made;
       3. proper supervision being provided;
       4. adequate breaks being provided; and
       5. a trial or review process being jointly implemented by the employer and the employees or their representatives.
    4. Where an employee works on a shift other than a rostered shift, the employee must:
       1. if employed on continuous work, be paid at the rate of double time; or
       2. if employed on other shiftwork, be paid at the rate of time and a half for the first three hours and double time thereafter.
    5. Clause 19.5(d) does not apply when the time is worked:
       1. by arrangement between the employees themselves;
       2. for the purposes of effecting the customary rotation of shifts; or
       3. on a shift to which the employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment in accordance with s.524 of the Act.

Daylight saving

* + 1. Where by reason of State or Territory legislation summer time is prescribed as being in advance of the standard time in that State, the length of any shift commencing before the time prescribed by the relevant legislation for the commencement of a summer time period or commencing on or before the time prescribed by the relevant legislation for the termination of a summer time period, is deemed to be the number of hours represented by the difference between the time recorded by the clock at the beginning of the shift and the time so recorded at the end of the shift. The time of the clock in each case is to be set to the time fixed by the relevant legislation.
    2. The terms standard time and summer time have the same meaning as in the relevant State or Territory legislation.

Make-up time

* + 1. An employee may elect, with the consent of the employer, to work make-up time under which the employee takes time off during ordinary hours, and works those hours at a later time, during the spread of ordinary hours provided in this award.
    2. An employee on shiftwork may elect, with the consent of their employer, to work make-up time under which the employee takes time off during ordinary hours and works those hours at a later time, at the rate which would have been applicable to the hours taken off.

Rostering

* + 1. The employer may change shift rosters or require an employee to work a different shift roster where operational circumstances require. The employer will provide the employee with as much notice as practicable prior to any change in the roster and, wherever possible, the employer will consult with the employee before any change to the roster is made.
    2. The employer will arrange overtime work or shiftwork in a manner that ensures employees are provided with a break between work on successive days or shifts. The minimum break will reflect the operational requirements and conform to the principles of fatigue management.

1. Breaks
   1. An employee, other than a continuous shiftworker on shifts greater than 10 hours, may be rostered for an unpaid meal break of not less than 30 minutes and not more than 60 minutes during the course of an eight hour shift provided that it does not interfere with operational requirements. Where an unpaid meal break is provided, the employee, where practical, should not be required to work more than five hours without a break.
   2. A continuous shiftworker employee on a shift of greater than 10 hours will be entitled to one paid 20 minute meal break during the first five hours of each shift and a further paid 10 minute break within each subsequent period of four hours, provided that such breaks do not interfere with operational requirements.
   3. An employee, other than a continuous shiftworker, who works eight hours or more during any shift will be entitled to two 10 minute paid rest breaks, one in the morning and one in the afternoon.
   4. An employee, other than a continuous shiftworker, who works less than eight hours during any shift but more than five hours will be entitled to one 10 minute paid rest break at a time agreed with the employer.
2. Overtime and penalty rates

[Varied by [PR529164](http://www.fwc.gov.au/awardsandorders/html/PR529164.htm), [PR584132](http://www.fwc.gov.au/awardsandorders/html/PR584132.htm)]

Overtime

All time worked in excess of or outside ordinary hours will be paid as overtime.

* 1. Except as provided otherwise in this clause employees will be entitled to be paid:
     1. a loading of 50% of the ordinary hourly minimum rate of pay for the first three hours and 100% the ordinary hourly minimum rate of pay thereafter for any time worked outside of ordinary hours on a Monday to Friday, except for public holidays;
     2. for all ordinary hours and overtime worked between midnight Friday and midnight Saturday a loading of 50% of the ordinary hourly minimum rate of pay; and
     3. if recalled to work on site at the employer’s premises an employee will be paid a minimum of three hours at the applicable overtime rate or two hours if they are notified whilst still on the premises.

Time off instead of payment for overtime

[21.3 substituted by [PR584132](http://www.fwc.gov.au/awardsandorders/html/PR584132.htm) ppc 22Aug16]

* + 1. An employee and employer may agree in writing to the employee taking time off instead of being paid for a particular amount of overtime that has been worked by the employee.
    2. Any amount of overtime that has been worked by an employee in a particular pay period and that is to be taken as time off instead of the employee being paid for it must be the subject of a separate agreement under clause 21.3.
    3. An agreement must state each of the following:
       1. the number of overtime hours to which it applies and when those hours were worked;
       2. that the employer and employee agree that the employee may take time off instead of being paid for the overtime;
       3. that, if the employee requests at any time, the employer must pay the employee, for overtime covered by the agreement but not taken as time off, at the overtime rate applicable to the overtime when worked;
       4. that any payment mentioned in subparagraph (iii) must be made in the next pay period following the request.

Note: An example of the type of agreement required by this clause is set out at Schedule H. There is no requirement to use the form of agreement set out at Schedule H. An agreement under clause 21.3 can also be made by an exchange of emails between the employee and employer, or by other electronic means.

* + 1. The period of time off that an employee is entitled to take is the same as the number of overtime hours worked.

EXAMPLE: By making an agreement under clause 21.3 an employee who worked 2 overtime hours is entitled to 2 hours’ time off.

* + 1. Time off must be taken:
       1. within the period of 6 months after the overtime is worked; and
       2. at a time or times within that period of 6 months agreed by the employee and employer.
    2. If the employee requests at any time, to be paid for overtime covered by an agreement under clause 21.3 but not taken as time off, the employer must pay the employee for the overtime, in the next pay period following the request, at the overtime rate applicable to the overtime when worked.
    3. If time off for overtime that has been worked is not taken within the period of 6 months mentioned in paragraph (e), the employer must pay the employee for the overtime, in the next pay period following those 6 months, at the overtime rate applicable to the overtime when worked.
    4. The employer must keep a copy of any agreement under clause 21.3 as an employee record.
    5. An employer must not exert undue influence or undue pressure on an employee in relation to a decision by the employee to make, or not make, an agreement to take time off instead of payment for overtime.
    6. An employee may, under section 65 of the Act, request to take time off, at a time or times specified in the request or to be subsequently agreed by the employer and the employee, instead of being paid for overtime worked by the employee. If the employer agrees to the request then clause 21.3 will apply, including the requirement for separate written agreements under paragraph (b) for overtime that has been worked.

Note: If an employee makes a request under section 65 of the Act for a change in working arrangements, the employer may only refuse that request on reasonable business grounds (see section 65(5) of the Act).

* + 1. If, on the termination of the employee’s employment, time off for overtime worked by the employee to which clause 21.3 applies has not been taken, the employer must pay the employee for the overtime at the overtime rate applicable to the overtime when worked.

Note: Under section 345(1) of the Act, a person must not knowingly or recklessly make a false or misleading representation about the workplace rights of another person under clause 21.3.

Shiftwork penalties

[21.4 varied by [PR529164](http://www.fwc.gov.au/awardsandorders/html/PR529164.htm) ppc 27Sep12]

* + 1. An employee whilst on afternoon shift will be paid a loading of 12.5% of the employee’s ordinary hourly minimum rate of pay.
    2. An employee whilst on night shift will be paid a loading of 15% of the employee’s ordinary hourly minimum rate of pay.

Sunday work

An employee will be paid a loading of 100% of the ordinary hourly minimum rate of pay for any hours, ordinary and overtime, worked on a Sunday.

Public holidays

An employee will be paid a loading of 150% of the ordinary hourly minimum rate of pay for any hours, ordinary and overtime, worked on a public holiday.

21A. Requests for flexible working arrangements

[21A inserted by [PR701453](https://www.fwc.gov.au/documents/awardsandorders/html/pr701453.htm) ppc 01Dec18]

21A.1 Employee may request change in working arrangements

Clause 21A applies where an employee has made a request for a change in working arrangements under s.65 of the [Act](http://www.legislation.gov.au/Series/C2009A00028).

Note 1: Section 65 of the [Act](http://www.legislation.gov.au/Series/C2009A00028) provides for certain employees to request a change in their working arrangements because of their circumstances, as set out in s.65(1A).

Note 2: An employer may only refuse a s.65 request for a change in working arrangements on ‘reasonable business grounds’ (see s.65(5) and (5A)).

Note 3: Clause 21A is an addition to s.65.

21A.2 Responding to the request

Before responding to a request made under s.65, the employer must discuss the request with the employee and genuinely try to reach agreement on a change in working arrangements that will reasonably accommodate the employee’s circumstances having regard to:

* + 1. the needs of the employee arising from their circumstances;
    2. the consequences for the employee if changes in working arrangements are not made; and
    3. any reasonable business grounds for refusing the request.

Note 1: The employer must give the employee a written response to an employee’s s.65 request within 21 days, stating whether the employer grants or refuses the request (s.65(4)).

Note 2: If the employer refuses the request, the written response must include details of the reasons for the refusal (s.65(6)).

21A.3 What the written response must include if the employer refuses the request

Clause 21A.3 applies if the employer refuses the request and has not reached an agreement with the employee under clause 21A.2.

* + 1. The written response under s.65(4) must include details of the reasons for the refusal, including the business ground or grounds for the refusal and how the ground or grounds apply.
    2. If the employer and employee could not agree on a change in working arrangements under clause 21A.2, the written response under s.65(4) must:
       1. state whether or not there are any changes in working arrangements that the employer can offer the employee so as to better accommodate the employee’s circumstances; and
       2. if the employer can offer the employee such changes in working arrangements, set out those changes in working arrangements.

21A.4 What the written response must include if a different change in working arrangements is agreed

If the employer and the employee reached an agreement under clause 21A.2 on a change in working arrangements that differs from that initially requested by the employee, the employer must provide the employee with a written response to their request setting out the agreed change(s) in working arrangements.

21A.5 Dispute resolution

Disputes about whether the employer has discussed the request with the employee and responded to the request in the way required by clause 21A, can be dealt with under clause 9—Dispute resolution.

1. Leave and Public Holidays
2. Annual leave

[Varied by [PR583049](http://www.fwc.gov.au/awardsandorders/html/PR583049.htm)]

* 1. The following provisions supplement the NES.
  2. For the purpose of the NES a shiftworker as defined in this award and a permanent night shiftworker are entitled to five weeks of paid annual leave.
  3. Subject to clause when an employee takes a period of paid annual leave, the employee will be paid an annual leave loading of 17.5% of the minimum rate of pay for the period in addition to the payment required to be made under the NES. The annual leave loading for a shiftworker is 20%.

Annual leave in advance

[22.4 substituted by [PR583049](http://www.fwc.gov.au/awardsandorders/html/PR583049.htm) ppc 29Jul16]

* + 1. An employer and employee may agree in writing to the employee taking a period of paid annual leave before the employee has accrued an entitlement to the leave.
    2. An agreement must:
       1. state the amount of leave to be taken in advance and the date on which leave is to commence; and
       2. be signed by the employer and employee and, if the employee is under 18 years of age, by the employee’s parent or guardian.

Note: An example of the type of agreement required by clause 22.4 is set out at Schedule F. There is no requirement to use the form of agreement set out at Schedule F.

* + 1. The employer must keep a copy of any agreement under clause 22.4 as an employee record.
    2. If, on the termination of the employee’s employment, the employee has not accrued an entitlement to all of a period of paid annual leave already taken in accordance with an agreement under clause 22.4, the employer may deduct from any money due to the employee on termination an amount equal to the amount that was paid to the employee in respect of any part of the period of annual leave taken in advance to which an entitlement has not been accrued.

Excessive leave accruals: general provision

[22.5 substituted by [PR583049](http://www.fwc.gov.au/awardsandorders/html/PR583049.htm) ppc 29Jul16]

Note: Clauses 22.5 to 22.7 contain provisions, additional to the National Employment Standards, about the taking of paid annual leave as a way of dealing with the accrual of excessive paid annual leave. See Part 2.2, Division 6 of the Fair Work Act.

* + 1. An employee has an **excessive leave accrual** if the employee has accrued more than 8 weeks’ paid annual leave (or 10 weeks’ paid annual leave for a shiftworker, as defined by clause 3.1).
    2. If an employee has an excessive leave accrual, the employer or the employee may seek to confer with the other and genuinely try to reach agreement on how to reduce or eliminate the excessive leave accrual.
    3. Clause 22.6 sets out how an employer may direct an employee who has an excessive leave accrual to take paid annual leave.
    4. Clause 22.7 sets out how an employee who has an excessive leave accrual may require an employer to grant paid annual leave requested by the employee.

Excessive leave accruals: direction by employer that leave be taken

[22.6 inserted by [PR583049](http://www.fwc.gov.au/awardsandorders/html/PR583049.htm) ppc 29Jul16]

* + 1. If an employer has genuinely tried to reach agreement with an employee under clause 22.5(b) but agreement is not reached (including because the employee refuses to confer), the employer may direct the employee in writing to take one or more periods of paid annual leave.
    2. However, a direction by the employer under paragraph (a):
       1. is of no effect if it would result at any time in the employee’s remaining accrued entitlement to paid annual leave being less than 6 weeks when any other paid annual leave arrangements (whether made under clause 22.5, 22.6 or 22.7 or otherwise agreed by the employer and employee) are taken into account; and
       2. must not require the employee to take any period of paid annual leave of less than one week; and
       3. must not require the employee to take a period of paid annual leave beginning less than 8 weeks, or more than 12 months, after the direction is given; and
       4. must not be inconsistent with any leave arrangement agreed by the employer and employee.
    3. The employee must take paid annual leave in accordance with a direction under paragraph (a) that is in effect.
    4. An employee to whom a direction has been given under paragraph (a) may request to take a period of paid annual leave as if the direction had not been given.

Note 1: Paid annual leave arising from a request mentioned in paragraph (d) may result in the direction ceasing to have effect. See clause 22.6(b)(i).

Note 2: Under section 88(2) of the Fair Work Act, the employer must not unreasonably refuse to agree to a request by the employee to take paid annual leave.

Excessive leave accruals: request by employee for leave

[22.7 inserted by [PR583049](http://www.fwc.gov.au/awardsandorders/html/PR583049.htm); substituted by [PR583049](http://www.fwc.gov.au/awardsandorders/html/PR583049.htm) ppc 29Jul17]

* + 1. If an employee has genuinely tried to reach agreement with an employer under clause 22.5(b) but agreement is not reached (including because the employer refuses to confer), the employee may give a written notice to the employer requesting to take one or more periods of paid annual leave.
    2. However, an employee may only give a notice to the employer under paragraph (a) if:
       1. the employee has had an excessive leave accrual for more than 6 months at the time of giving the notice; and
       2. the employee has not been given a direction under clause 22.6(a) that, when any other paid annual leave arrangements (whether made under clause 22.5, 22.6 or 22.7 or otherwise agreed by the employer and employee) are taken into account, would eliminate the employee’s excessive leave accrual.
    3. A notice given by an employee under paragraph (a) must not:
       1. if granted, result in the employee’s remaining accrued entitlement to paid annual leave being at any time less than 6 weeks when any other paid annual leave arrangements (whether made under clause 22.5, 22.6 or 22.7 or otherwise agreed by the employer and employee) are taken into account; or
       2. provide for the employee to take any period of paid annual leave of less than one week; or
       3. provide for the employee to take a period of paid annual leave beginning less than 8 weeks, or more than 12 months, after the notice is given; or
       4. be inconsistent with any leave arrangement agreed by the employer and employee.
    4. An employee is not entitled to request by a notice under paragraph (a) more than 4 weeks’ paid annual leave (or 5 weeks’ paid annual leave for a shiftworker, as defined by clause 3.1) in any period of 12 months.
    5. The employer must grant paid annual leave requested by a notice under paragraph (a).

Cashing out of annual leave

[22.8 inserted by [PR583049](http://www.fwc.gov.au/awardsandorders/html/PR583049.htm) ppc 29Jul16]

* + 1. Paid annual leave must not be cashed out except in accordance with an agreement under clause 22.8.
    2. Each cashing out of a particular amount of paid annual leave must be the subject of a separate agreement under clause 22.8.
    3. An employer and an employee may agree in writing to the cashing out of a particular amount of accrued paid annual leave by the employee.
    4. An agreement under clause 22.8 must state:
       1. the amount of leave to be cashed out and the payment to be made to the employee for it; and
       2. the date on which the payment is to be made.
    5. An agreement under clause 22.8 must be signed by the employer and employee and, if the employee is under 18 years of age, by the employee’s parent or guardian.
    6. The payment must not be less than the amount that would have been payable had the employee taken the leave at the time the payment is made.
    7. An agreement must not result in the employee’s remaining accrued entitlement to paid annual leave being less than 4 weeks.
    8. The maximum amount of accrued paid annual leave that may be cashed out in any period of 12 months is 2 weeks.
    9. The employer must keep a copy of any agreement under clause 22.8 as an employee record.

Note 1: Under section 344 of the Fair Work Act, an employer must not exert undue influence or undue pressure on an employee to make, or not make, an agreement under clause 22.8.

Note 2: Under section 345(1) of the Fair Work Act, a person must not knowingly or recklessly make a false or misleading representation about the workplace rights of another person under clause 22.8.

Note 3: An example of the type of agreement required by clause 22.8 is set out at Schedule G. There is no requirement to use the form of agreement set out at Schedule G.

1. Personal/carer’s leave and compassionate leave

Personal/carer’s leave and compassionate leave are provided for in the NES.

1. Community service leave

Community service leave is provided for in the NES.

1. Public holidays
   1. Public holiday entitlements are provided for in Division 10 of the NES.
   2. An employee will be paid at the rate of double time and a half with a minimum of four hours work when required to work on a public holiday.
2. Leave to deal with Family and Domestic Violence

[26 inserted by [PR609369](http://www.fwc.gov.au/awardsandorders/html/PR609369.htm) ppc 01Aug18]

* 1. This clause applies to all employees, including casuals.

Definitions

* + 1. In this clause:

***family and domestic violence*** means violent, threatening or other abusive behaviour by a family member of an employee that seeks to coerce or control the employee and that causes them harm or to be fearful.

***family member*** means:

* + - 1. a spouse, de facto partner, child, parent, grandparent, grandchild or sibling of the employee; or
      2. a child, parent, grandparent, grandchild or sibling of a spouse or de facto partner of the employee; or
      3. a person related to the employee according to Aboriginal or Torres Strait Islander kinship rules.
    1. A reference to a spouse or de facto partner in the definition of family member in clause 26.2(a) includes a former spouse or de facto partner.

Entitlement to unpaid leave

An employee is entitled to 5 days’ unpaid leave to deal with family and domestic violence, as follows:

* + 1. the leave is available in full at the start of each 12 month period of the employee’s employment; and
    2. the leave does not accumulate from year to year; and
    3. is available in full to part-time and casual employees.

Note: 1. A period of leave to deal with family and domestic violence may be less than a day by agreement between the employee and the employer.

2. The employer and employee may agree that the employee may take more than 5 days’ unpaid leave to deal with family and domestic violence.

Taking unpaid leave

An employee may take unpaid leave to deal with family and domestic violence if the employee:

* + 1. is experiencing family and domestic violence; and
    2. needs to do something to deal with the impact of the family and domestic violence and it is impractical for the employee to do that thing outside their ordinary hours of work.

Note: The reasons for which an employee may take leave include making arrangements for their safety or the safety of a family member (including relocation), attending urgent court hearings, or accessing police services.

Service and continuity

The time an employee is on unpaid leave to deal with family and domestic violence does not count as service but does not break the employee’s continuity of service.

Notice and evidence requirements

Notice

An employee must give their employer notice of the taking of leave by the employee under clause 26. The notice:

* + - 1. must be given to the employer as soon as practicable (which may be a time after the leave has started); and
      2. must advise the employer of the period, or expected period, of the leave.

Evidence

An employee who has given their employer notice of the taking of leave under clause 26 must, if required by the employer, give the employer evidence that would satisfy a reasonable person that the leave is taken for the purpose specified in clause 26.4.

Note: Depending on the circumstances such evidence may include a document issued by the police service, a court or a family violence support service, or a statutory declaration.

Confidentiality

* + 1. Employers must take steps to ensure information concerning any notice an employee has given, or evidence an employee has provided under clause 26.6 is treated confidentially, as far as it is reasonably practicable to do so.
    2. Nothing in clause 26 prevents an employer from disclosing information provided by an employee if the disclosure is required by an Australian law or is necessary to protect the life, health or safety of the employee or another person.

Note: Information concerning an employee’s experience of family and domestic violence is sensitive and if mishandled can have adverse consequences for the employee. Employers should consult with such employees regarding the handling of this information.

Compliance

An employee is not entitled to take leave under clause 26 unless the employee complies with clause 26.

1. —Transitional Provisions

[Varied by [PR991559](http://www.fwc.gov.au/awardsandorders/html/PR991559.htm), [PR503670](http://www.fwc.gov.au/awardsandorders/html/PR503670.htm)]

General

* + 1. The provisions of this schedule deal with minimum obligations only.
    2. The provisions of this schedule are to be applied:
       1. when there is a difference, in money or percentage terms, between a provision in a relevant transitional minimum wage instrument (including the transitional default casual loading) or award-based transitional instrument on the one hand and an equivalent provision in this award on the other;
       2. when a loading or penalty in a relevant transitional minimum wage instrument or award-based transitional instrument has no equivalent provision in this award;
       3. when a loading or penalty in this award has no equivalent provision in a relevant transitional minimum wage instrument or award-based transitional instrument; or
       4. when there is a loading or penalty in this award but there is no relevant transitional minimum wage instrument or award-based transitional instrument.

Minimum wages – existing minimum wage lower

* + 1. The following transitional arrangements apply to an employer which, immediately prior to 1 January 2010:
       1. was obliged,
       2. but for the operation of an agreement-based transitional instrument or an enterprise agreement would have been obliged, or
       3. if it had been an employer in the industry or of the occupations covered by this award would have been obliged

by a transitional minimum wage instrument and/or an award-based transitional instrument to pay a minimum wage lower than that in this award for any classification of employee.

* + 1. In this clause minimum wage includes:
       1. a minimum wage for a junior employee, an employee to whom training arrangements apply and an employee with a disability;
       2. a piecework rate; and
       3. any applicable industry allowance.
    2. Prior to the first full pay period on or after 1 July 2010 the employer must pay no less than the minimum wage in the relevant transitional minimum wage instrument and/or award-based transitional instrument for the classification concerned.
    3. The difference between the minimum wage for the classification in this award and the minimum wage in clause A.2.3 is referred to as the transitional amount.
    4. From the following dates the employer must pay no less than the minimum wage for the classification in this award minus the specified proportion of the transitional amount:

| **First full pay period on or after** |  |
| --- | --- |
| 1 July 2010 | 80% |
| 1 July 2011 | 60% |
| 1 July 2012 | 40% |
| 1 July 2013 | 20% |

* + 1. The employer must apply any increase in minimum wages in this award resulting from an annual wage review.
    2. These provisions cease to operate from the beginning of the first full pay period on or after 1 July 2014.

Minimum wages – existing minimum wage higher

* + 1. The following transitional arrangements apply to an employer which, immediately prior to 1 January 2010:
       1. was obliged,
       2. but for the operation of an agreement-based transitional instrument or an enterprise agreement would have been obliged, or
       3. if it had been an employer in the industry or of the occupations covered by this award would have been obliged

by a transitional minimum wage instrument and/or an award-based transitional instrument to pay a minimum wage higher than that in this award for any classification of employee.

* + 1. In this clause minimum wage includes:
       1. a minimum wage for a junior employee, an employee to whom training arrangements apply and an employee with a disability;
       2. a piecework rate; and
       3. any applicable industry allowance.
    2. Prior to the first full pay period on or after 1 July 2010 the employer must pay no less than the minimum wage in the relevant transitional minimum wage instrument and/or award-based transitional instrument for the classification concerned.
    3. The difference between the minimum wage for the classification in this award and the minimum wage in clause A.3.3 is referred to as the transitional amount.
    4. From the following dates the employer must pay no less than the minimum wage for the classification in this award plus the specified proportion of the transitional amount:

|  |  |
| --- | --- |
| **First full pay period on or after** |  |
| 1 July 2010 | 80% |
| 1 July 2011 | 60% |
| 1 July 2012 | 40% |
| 1 July 2013 | 20% |

* + 1. The employer must apply any increase in minimum wages in this award resulting from an annual wage review. If the transitional amount is equal to or less than any increase in minimum wages resulting from the 2010 annual wage review the transitional amount is to be set off against the increase and the other provisions of this clause will not apply.
    2. These provisions cease to operate from the beginning of the first full pay period on or after 1 July 2014.

Loadings and penalty rates

For the purposes of this schedule loading or penalty means a:

* casual or part-time loading;
* Saturday, Sunday, public holiday, evening or other penalty;
* shift allowance/penalty.

Loadings and penalty rates – existing loading or penalty rate lower

* + 1. The following transitional arrangements apply to an employer which, immediately prior to 1 January 2010:
       1. was obliged,
       2. but for the operation of an agreement-based transitional instrument or an enterprise agreement would have been obliged, or
       3. if it had been an employer in the industry or of the occupations covered by this award would have been obliged

by the terms of a transitional minimum wage instrument or an award-based transitional instrument to pay a particular loading or penalty at a lower rate than the equivalent loading or penalty in this award for any classification of employee.

* + 1. Prior to the first full pay period on or after 1 July 2010 the employer must pay no less than the loading or penalty in the relevant transitional minimum wage instrument or award-based transitional instrument for the classification concerned.
    2. The difference between the loading or penalty in this award and the rate in clause A.5.2 is referred to as the transitional percentage.
    3. From the following dates the employer must pay no less than the loading or penalty in this award minus the specified proportion of the transitional percentage:

|  |  |
| --- | --- |
| **First full pay period on or after** |  |
| 1 July 2010 | 80% |
| 1 July 2011 | 60% |
| 1 July 2012 | 40% |
| 1 July 2013 | 20% |

* + 1. These provisions cease to operate from the beginning of the first full pay period on or after 1 July 2014.

Loadings and penalty rates – existing loading or penalty rate higher

* + 1. The following transitional arrangements apply to an employer which, immediately prior to 1 January 2010:
       1. was obliged,
       2. but for the operation of an agreement-based transitional instrument or an enterprise agreement would have been obliged, or
       3. if it had been an employer in the industry or of the occupations covered by this award would have been obliged

by the terms of a transitional minimum wage instrument or an award-based transitional instrument to pay a particular loading or penalty at a higher rate than the equivalent loading or penalty in this award, or to pay a particular loading or penalty and there is no equivalent loading or penalty in this award, for any classification of employee.

* + 1. Prior to the first full pay period on or after 1 July 2010 the employer must pay no less than the loading or penalty in the relevant transitional minimum wage instrument or award-based transitional instrument.
    2. The difference between the loading or penalty in this award and the rate in clause A.6.2 is referred to as the transitional percentage. Where there is no equivalent loading or penalty in this award, the transitional percentage is the rate in A.6.2.
    3. From the following dates the employer must pay no less than the loading or penalty in this award plus the specified proportion of the transitional percentage:

|  |  |
| --- | --- |
| **First full pay period on or after** |  |
| 1 July 2010 | 80% |
| 1 July 2011 | 60% |
| 1 July 2012 | 40% |
| 1 July 2013 | 20% |

* + 1. These provisions cease to operate from the beginning of the first full pay period on or after 1 July 2014.

Loadings and penalty rates – no existing loading or penalty rate

* + 1. The following transitional arrangements apply to an employer not covered by clause A.5 or A.6 in relation to a particular loading or penalty in this award.
    2. Prior to the first full pay period on or after 1 July 2010 the employer need not pay the loading or penalty in this award.
    3. From the following dates the employer must pay no less than the following percentage of the loading or penalty in this award:

|  |  |
| --- | --- |
| **First full pay period on or after** |  |
| 1 July 2010 | 20% |
| 1 July 2011 | 40% |
| 1 July 2012 | 60% |
| 1 July 2013 | 80% |

* + 1. These provisions cease to operate from the beginning of the first full pay period on or after 1 July 2014.

Former Division 2B employers

[A.8 inserted by [PR503670](http://www.fwc.gov.au/awardsandorders/html/PR503670.htm) ppc 01Jan11]

* + 1. This clause applies to an employer which, immediately prior to 1 January 2011, was covered by a Division 2B State award.
    2. All of the terms of a Division 2B State award applying to a Division 2B employer are continued in effect until the end of the full pay period commencing before 1 February 2011.
    3. Subject to this clause, from the first full pay period commencing on or after 1 February 2011 a Division 2B employer must pay no less than the minimum wages, loadings and penalty rates which it would be required to pay under this Schedule if it had been a national system employer immediately prior to 1 January 2010.
    4. Despite clause A.8.3, where a minimum wage, loading or penalty rate in a Division 2B State award immediately prior to 1 February 2011 was lower than the corresponding minimum wage, loading or penalty rate in this award, nothing in this Schedule requires a Division 2B employer to pay more than the minimum wage, loading or penalty rate in this award.
    5. Despite clause A.8.3 where a minimum wage, loading or penalty rate in a Division 2B State award immediately prior to 1 February 2011 was higher than the corresponding minimum wage, loading or penalty rate in this award, nothing in this Schedule requires a Division 2B employer to pay less than the minimum wage, loading or penalty rate in this award.
    6. In relation to a Division 2B employer this Schedule commences to operate from the beginning of the first full pay period on or after 1 January 2011 and ceases to operate from the beginning of the first full pay period on or after 1 July 2014.

1. —Classification Structure

[Varied by [PR991559](http://www.fwc.gov.au/awardsandorders/html/PR991559.htm)]

Preamble

Employees at each level may be required to have the competencies for the level or levels below their level. When required, employees at each level will undertake lower level duties as well as performing tasks incidental to work at their level. The employer will ensure employees undertake duties which are within the limits of the employee’s skills, competence and training. The level of an employee’s position will be determined by the employer based on the substantive duties and functions of the employee’s position. An employee being required to undertake minor activities from a higher level will not result in a change in the position classification.

Level 1

* Completed induction
* Works under detailed instruction
* Basic civil/maintenance work, mooring deckhand, cleaning wharves and sheds
* Operating small plant, fork lifts (up to 10,000 kg), bob cats, sweepers, line markers

Level 2

* Perform duties above Level 1
* Carry out basic computer functions including secure logins, reading and composing basic electronic mail and finding documents within the company’s intranet or electronic file storage systems
* Works under close direction
* Responsible for quality of work and exercises discretion
* Operates small to medium size plant (over 10,000 kg), installs wharf infrastructure bollards, fenders etc.
* Concrete pouring and finishing
* Handles emergency equipment including oil booms and collecting gear
* Handles tapes and surveying equipment, winches and fixed cranes for heavy floating
* Provides basic security functions including patrols, crowd control, and traffic management
* Entry level for hospitality staff
* Basic dredge maintenance work on minor plant, loading stores and watch keeping

Level 3

* Perform activities above Level 2
* Assists in on-the-job training
* Carry out more advanced computer functions such as creating documents, basic spreadsheets, saving and retrieving files and basic document formatting. Completing data entry activities relating to the work performed
* Basic clerical skills and administrative activities working within a routine and to administrative procedures
* May require direction
* Rigging and scaffolding certificate
* Servicing of minor plant (non-trade work)
* Inventory control and maintenance of records
* Work may be subject to progress and final checking
* Provides security functions including those at Level 2 and Control Room and or CCTV

Level 4

* Perform activities above Level 3
* Working knowledge of office operating procedures
* Works under guidelines and instructions
* Performs skilled trade or port related activities such as boat master for vessels not exceeding 24 metres
* Operating light capacity cranes and or ships’ gear, heavy mechanical plant and equipment, operating trucks, operating bulk handling gantries/loaders, and basic servicing and maintenance of such equipment
* Perform maintenance and construction duties requiring specialised knowledge and skills
* Qualified tradesperson
* May provide assistance or guidance to lower level employees
* May exercise limited judgment and initiative within the range of their skills, training and knowledge
* Maintains radio and visual watch of shipping traffic
* Provide information on shipping movements
* Operate and maintain dredge equipment, within the requirements of an Integrated Rating qualification (certificate III)

Level 5

* Performs activities above Level 4
* Using company information systems to access and enter information relating to port activities which could include schedules, meteorology information and technical databases, and retrieve and analyse data related to the work performed.
* Requires general guidance
* May assist in the training of lower level employees
* Supervises small work groups
* Prepares technical reports to their level of competence
* Complies with quality and cost targets
* Understands and implements quality control techniques
* Assists in the co-ordination of port services to ships
* Supervision of general purpose hands on dredges

Level 6

* Performs activities above Level 5
* Requires limited guidance or direction and normally reports to more senior staff as required
* Exercises initiative, discretion and judgment at times in the performance of their duties within approved guidelines
* Understands and implements quality control techniques
* Operation and servicing of heavy shorebased cranes and equipment
* Installing, repairing and maintaining, testing, modifying, commissioning or fault finding on complex machinery and equipment
* Exercise knowledge of procedures, instructions and regulations relating to general administration and customer enquiries
* Undertake a range of duties requiring the use of written and verbal communications using a variety of computer applications
* Responsible for ensuring the safe navigation and operation of a dredge in both confined waters and open seas (Master Class IV)
* Organise, carry out and supervise routine dredge maintenance including electrical and electronic equipment. Must possess relevant engineering qualifications for this role.

Level 7

* Performs duties above Level 6
* The ability to apply detailed knowledge of enterprise operations and structures to complex issues and arrangements
* Work involves diagnosis and the implementation of modification techniques
* Assist in programming of work and projects and development of estimates
* Undertake and accept responsibility for more detailed and complex clerical duties than Level 6
* Supervises employees below Level 7, including in allocation of duties and counselling on performance matters
* Are able to train employees below Level 7
* Able to assist in the delivery of training courses
* Accept responsibility for part of a major clerical function
* Exercise initiative, discretion and judgment in the performance of their duties
* Operate with some autonomy

Level 8

* Perform duties above Level 7
* Provides technical guidance and advice
* Prepares reports of technical nature
* Has operating knowledge of systems and equipment relative to a marine environment
* Acts as a team leader and assists in the provision of on-the-job training in conjunction with supervisors and trainers
* Accept the responsibility for the delivery of an administrative function through the provision of a level of relevant skills, knowledge and experience in a specific area of operations
* Have delegated responsibility for work under their control, in terms of scheduling workloads, resolving operational problems and monitoring quality of output
* Regular liaison with business unit managers
* Supervises and provides on-the-job training for lower level employees
* May be required to counsel staff for performance and work related matters
* Holds an Associate Diploma qualification or equivalent in a relevant discipline
* Applies standardised practices and procedures in the conduct of a range of technical activities
* Undertake activities on an individual basis
* Provides written calculation and records of test results

Level 9

* Perform duties above Level 8
* Provides high level of practical skills and experience in a specialist administrative function
* Has a sound knowledge of organisational programs, policies, activities, structures and function
* Work within broadly defined guidelines under limited direction
* Sets up, commissions, maintains and operates sophisticated electronic equipment or control systems
* Specialises in a single technical function
* Responsible for the accuracy and timeliness of their work without direct supervision
* Has a high level of verbal and written communication skills and interpersonal skills
* Supervises and co-ordinates the work of a group of technical and other personnel
* Practical application of a very high level of field operational skills related to the marine environment
* Provides reports and recommendations to management on technical suitability of equipment, procedures, processes and test results
* Undertakes planning and design projects with increasing levels of operational independence
* Reports on findings and investigative results of minor projects or elements of a larger projects
* Financial delegation responsibilities
* Oversees elements of project budget
* Performs technical duties in a specific field
* Possesses additional skills in another technical field

Level 10

* Perform duties above Level 9
* Responsible for a wide range of administrative support services
* Typically will have worked or studied in a relevant field to enable them to provide specialist advice
* Provides advice and assistance to managers and internal clients in a range of areas
* Hold relevant tertiary qualifications
* Has ability to analyse situations and take corrective action where required
* Responsible for decision making, exercising judgment and delegated authority
* Determines standards and work objectives
* Train and supervise lower level employees and deliver training courses
* Required to counsel employees at lower levels for performance and work related matters
* Provides specialist consultancy services
* Exercise significant technical responsibilities on an individual basis
* A senior member of a single technical discipline project team with varying degrees of subordinate complexity
* Determines and develops standardised methodology
* Conducts research into technological and other development which will impact on Section operations
* Operate as a team leader under professional supervision
* Analyse and develop equipment utilising a combination of professional expertise
* Undertake project studies independently
* Possesses a general knowledge and awareness of the administrative, business, and marketing strategies of the enterprise
* Plans, writes and delivers training programs for clerical employees, production employees, apprentices, trainees, trade and lower technical levels

Level 11

* Responsible for the management and administration of significant work programs/projects
* Work under broad direction
* Exercise significant level of responsibility and decision making which impacts on organisation programs
* Provide expert advice through the application of extensive administrative knowledge and experience
* Exercise significant resource delegations
* Supervise day to day activities of others and manage rosters and relief
* Liaise with senior managers on complex matters
* Have strong interpersonal skills and an ability to work autonomously
* High level of knowledge of specialised computer systems

Level 12

Duties

This is the first level of direct and sustained supervision of other professionals or full specialisation. It requires application of mature professional knowledge in planning and conducting projects having scope for independent accomplishment and coordination of the difficult and responsible assignments. Assigned problems make it necessary to modify established guides, devise new approaches, apply existing criteria in new manners, and draw conclusions from comparative situations.

Recommendations and decisions

Recommendations reviewed for soundness of judgment, but usually accepted as technically accurate and feasible.

Supervision received

Work is assigned in terms of objectives, relative priorities and critical areas that impinge on work of other units. Work is carried out within broad guidelines, but informed guidance is available.

Authority and/or supervision exercised

Assigns and outlines work; advises on technical problems; reviews work on technical accuracy and adequacy. Supervision may call for recommendations concerning selection, training and discipline of staff.

Level 13

A Marine Pilot Level 1

Level 14

A Marine Pilot Level 2

Level 15

A Marine Pilot Level 3

1. —Supported Wage System

[Varied by [PR991559](http://www.fwc.gov.au/awardsandorders/html/PR991559.htm), [PR994535](http://www.fwc.gov.au/awardsandorders/html/PR994535.htm), [PR998748](http://www.fwc.gov.au/awardsandorders/html/PR998748.htm), [PR510670](http://www.fwc.gov.au/awardsandorders/html/PR510670.htm), [PR525068](http://www.fwc.gov.au/awardsandorders/html/PR525068.htm), [PR537893](http://www.fwc.gov.au/awardsandorders/html/PR537893.htm), [PR542171](http://www.fwc.gov.au/awardsandorders/html/PR542171.htm), [PR551831](http://www.fwc.gov.au/awardsandorders/html/PR551831.htm), [PR568050](http://www.fwc.gov.au/awardsandorders/html/PR568050.htm), [PR581528](http://www.fwc.gov.au/awardsandorders/html/PR581528.htm), [PR592689](http://www.fwc.gov.au/awardsandorders/html/PR592689.htm), [PR606630](https://www.fwc.gov.au/documents/awardsandorders/html/pr606630.htm), [PR709080](https://www.fwc.gov.au/documents/awardsandorders/html/pr709080.htm)]

* 1. This schedule defines the conditions which will apply to employees who because of the effects of a disability are eligible for a supported wage under the terms of this award.

[C.2 varied by [PR568050](http://www.fwc.gov.au/awardsandorders/html/PR568050.htm) ppc 01Jul15]

* 1. In this schedule:

**approved assessor** means a person accredited by the management unit established by the Commonwealth under the supported wage system to perform assessments of an individual’s productive capacity within the supported wage system

**assessment instrument** means the tool provided for under the supported wage system that records the assessment of the productive capacity of the person to be employed under the supported wage system

**disability support pension** means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the *Social Security Act 1991* (Cth), as amended from time to time, or any successor to that scheme

**relevant minimum wage** means the minimum wage prescribed in this award for the class of work for which an employee is engaged

**supported wage system** (SWS) means the Commonwealth Government system to promote employment for people who cannot work at full award wages because of a disability, as documented in the Supported Wage System Handbook. The Handbook is available from the following website: [www.jobaccess.gov.au](http://www.jobaccess.gov.au)

**SWS wage assessment agreement** means the document in the form required by the Department of Social Services that records the employee’s productive capacity and agreed wage rate

Eligibility criteria

* + 1. Employees covered by this schedule will be those who are unable to perform the range of duties to the competence level required within the class of work for which the employee is engaged under this award, because of the effects of a disability on their productive capacity and who meet the impairment criteria for receipt of a disability support pension.
    2. This schedule does not apply to any existing employee who has a claim against the employer which is subject to the provisions of workers compensation legislation or any provision of this award relating to the rehabilitation of employees who are injured in the course of their employment.

Supported wage rates

* + 1. Employees to whom this schedule applies will be paid the applicable percentage of the relevant minimum wage according to the following schedule:

| **Assessed capacity (clause C.5)**  **%** | **Relevant minimum wage**  **%** |
| --- | --- |
| 10 | 10 |
| 20 | 20 |
| 30 | 30 |
| 40 | 40 |
| 50 | 50 |
| 60 | 60 |
| 70 | 70 |
| 80 | 80 |
| 90 | 90 |

[C.4.2 varied by [PR994535](http://www.fwc.gov.au/awardsandorders/html/PR994535.htm), [PR998748](http://www.fwc.gov.au/awardsandorders/html/PR998748.htm), [PR510670](http://www.fwc.gov.au/awardsandorders/html/PR510670.htm), [PR525068](http://www.fwc.gov.au/awardsandorders/html/PR525068.htm), [PR537893](http://www.fwc.gov.au/awardsandorders/html/PR537893.htm), [PR551831](http://www.fwc.gov.au/awardsandorders/html/PR551831.htm), [PR568050](http://www.fwc.gov.au/awardsandorders/html/PR568050.htm), [PR581528](http://www.fwc.gov.au/awardsandorders/html/PR581528.htm), [PR592689](http://www.fwc.gov.au/awardsandorders/html/PR592689.htm), [PR606630](https://www.fwc.gov.au/documents/awardsandorders/html/pr606630.htm), [PR709080](https://www.fwc.gov.au/documents/awardsandorders/html/pr709080.htm) ppc 01Jul19]

* + 1. Provided that the minimum amount payable must be not less than $87 per week.
    2. Where an employee’s assessed capacity is 10%, they must receive a high degree of assistance and support.

Assessment of capacity

* + 1. For the purpose of establishing the percentage of the relevant minimum wage, the productive capacity of the employee will be assessed in accordance with the Supported Wage System by an approved assessor, having consulted the employer and employee and, if the employee so desires, a union which the employee is eligible to join.
    2. All assessments made under this schedule must be documented in an SWS wage assessment agreement, and retained by the employer as a time and wages record in accordance with the Act.

Lodgement of SWS wage assessment agreement

[C.6.1 varied by [PR542171](http://www.fwc.gov.au/awardsandorders/html/PR542171.htm) ppc 04Dec13]

* + 1. All SWS wage assessment agreements under the conditions of this schedule, including the appropriate percentage of the relevant minimum wage to be paid to the employee, must be lodged by the employer with the Fair Work Commission.

[C.6.2 varied by [PR542171](http://www.fwc.gov.au/awardsandorders/html/PR542171.htm) ppc 04Dec13]

* + 1. All SWS wage assessment agreements must be agreed and signed by the employee and employer parties to the assessment. Where a union which has an interest in the award is not a party to the assessment, the assessment will be referred by the Fair Work Commission to the union by certified mail and the agreement will take effect unless an objection is notified to the Fair Work Commission within 10 working days.

Review of assessment

The assessment of the applicable percentage should be subject to annual or more frequent review on the basis of a reasonable request for such a review. The process of review must be in accordance with the procedures for assessing capacity under the supported wage system.

Other terms and conditions of employment

Where an assessment has been made, the applicable percentage will apply to the relevant minimum wage only. Employees covered by the provisions of this schedule will be entitled to the same terms and conditions of employment as other workers covered by this award on a pro rata basis.

Workplace adjustment

An employer wishing to employ a person under the provisions of this schedule must take reasonable steps to make changes in the workplace to enhance the employee’s capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other workers in the area.

Trial period

* + 1. In order for an adequate assessment of the employee’s capacity to be made, an employer may employ a person under the provisions of this schedule for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding four weeks) may be needed.
    2. During that trial period the assessment of capacity will be undertaken and the percentage of the relevant minimum wage for a continuing employment relationship will be determined.

[C.10.3 varied by [PR994535](http://www.fwc.gov.au/awardsandorders/html/PR994535.htm), [PR998748](http://www.fwc.gov.au/awardsandorders/html/PR998748.htm), [PR510670](http://www.fwc.gov.au/awardsandorders/html/PR510670.htm), [PR525068](http://www.fwc.gov.au/awardsandorders/html/PR525068.htm), [PR537893](http://www.fwc.gov.au/awardsandorders/html/PR537893.htm), [PR551831](http://www.fwc.gov.au/awardsandorders/html/PR551831.htm), [PR568050](http://www.fwc.gov.au/awardsandorders/html/PR568050.htm), [PR581528](http://www.fwc.gov.au/awardsandorders/html/PR581528.htm), [PR592689](http://www.fwc.gov.au/awardsandorders/html/PR592689.htm), [PR606630](https://www.fwc.gov.au/documents/awardsandorders/html/pr606630.htm), [PR709080](https://www.fwc.gov.au/documents/awardsandorders/html/pr709080.htm) ppc 01Jul19]

* + 1. The minimum amount payable to the employee during the trial period must be no less than $87 per week.
    2. Work trials should include induction or training as appropriate to the job being trialled.
    3. Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment will be entered into based on the outcome of assessment under clause C.5.

1. —School-based Apprentices

[Varied by [PR991559](http://www.fwc.gov.au/awardsandorders/html/PR991559.htm), [PR544281](http://www.fwc.gov.au/awardsandorders/html/PR544281.htm)]

* 1. This schedule applies to school-based apprentices. A school-based apprentice is a person who is undertaking an apprenticeship in accordance with this schedule while also undertaking a course of secondary education.
  2. A school-based apprenticeship may be undertaken in the trades covered by this award under a training agreement or contract of training for an apprentice declared or recognised by the relevant State or Territory authority.
  3. The relevant minimum wages for full-time junior and adult apprentices provided for in this award, calculated hourly, will apply to school-based apprentices for total hours worked including time deemed to be spent in off-the-job training.
  4. For the purposes of clause D.3, where an apprentice is a full-time school student, the time spent in off-the-job training for which the apprentice must be paid is 25% of the actual hours worked each week on-the-job. The wages paid for training time may be averaged over the semester or year.
  5. A school-based apprentice must be allowed, over the duration of the apprenticeship, the same amount of time to attend off-the-job training as an equivalent full-time apprentice.
  6. For the purposes of this schedule, off-the-job training is structured training delivered by a Registered Training Organisation separate from normal work duties or general supervised practice undertaken on-the-job.
  7. The duration of the apprenticeship must be as specified in the training agreement or contract for each apprentice but must not exceed six years.

[D.8 substituted by [PR544281](http://www.fwc.gov.au/awardsandorders/html/PR544281.htm) ppc 01Jan14]

* 1. School-based apprentices progress through the relevant wage scale at the rate of 12 months progression for each two years of employment as an apprentice or at the rate of competency based progression if provided for in this award.

[D.9 substituted by [PR544281](http://www.fwc.gov.au/awardsandorders/html/PR544281.htm) ppc 01Jan14]

* 1. The apprentice wage scales are based on a standard full-time apprenticeship of four years (unless the apprenticeship is of three years duration) or stages of competency based progression (if provided for in this award). The rate of progression reflects the average rate of skill acquisition expected from the typical combination of work and training for a school-based apprentice undertaking the applicable apprenticeship.

[D.10 substituted by [PR544281](http://www.fwc.gov.au/awardsandorders/html/PR544281.htm) ppc 01Jan14]

* 1. If an apprentice converts from school-based to full-time, the successful completion of competencies (if provided for in this award) and all time spent as a full-time apprentice will count for the purposes of progression through the relevant wage scale in addition to the progression achieved as a school-based apprentice.
  2. School-based apprentices are entitled pro rata to all of the other conditions in this award.

1. —National Training Wage

[Sched E inserted by [PR994535](http://www.fwc.gov.au/awardsandorders/html/PR994535.htm) ppc 01Jan10; varied by [PR991559](http://www.fwc.gov.au/awardsandorders/html/PR991559.htm), [PR997938](http://www.fwc.gov.au/awardsandorders/html/PR997938.htm), [PR509082](http://www.fwc.gov.au/awardsandorders/html/PR509082.htm), [PR522913](http://www.fwc.gov.au/awardsandorders/html/PR522913.htm), [PR536716](http://www.fwc.gov.au/awardsandorders/html/PR536716.htm), [PR545787](http://www.fwc.gov.au/awardsandorders/html/PR545787.htm), [PR551639](http://www.fwc.gov.au/awardsandorders/html/PR551639.htm), [PR566724](https://www.fwc.gov.au/awardsandorders/html/PR566724.htm), [PR579821](https://www.fwc.gov.au/awardsandorders/html/PR579821.htm); deleted by [PR593835](http://www.fwc.gov.au/awardsandorders/html/pr593835.htm) ppc 01Jul17]

1. —Agreement to Take Annual Leave in Advance

[Sched F inserted by [PR583049](http://www.fwc.gov.au/awardsandorders/html/PR583049.htm) ppc 29Jul16]

Link to PDF copy of [Agreement to Take Annual Leave in Advance](http://www.fwc.gov.au/documents/documents/modern_awards/leave-in-advance-agreement.pdf).

Name of employee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name of employer: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**The employer and employee agree that the employee will take a period of paid annual leave before the employee has accrued an entitlement to the leave:**

The amount of leave to be taken in advance is: \_\_\_\_ hours/days

The leave in advance will commence on: \_\_\_/\_\_\_/20\_\_\_

Signature of employee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date signed: \_\_\_/\_\_\_/20\_\_\_

Name of employer representative: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature of employer representative: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date signed: \_\_\_/\_\_\_/20\_\_\_

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| *[If the employee is under 18 years of age - include:]*  **I agree that:**  **if, on termination of the employee’s employment, the employee has not accrued an entitlement to all of a period of paid annual leave already taken under this agreement, then the employer may deduct from any money due to the employee on termination an amount equal to the amount that was paid to the employee in respect of any part of the period of annual leave taken in advance to which an entitlement has not been accrued.**  Name of parent/guardian: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Signature of parent/guardian: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Date signed: \_\_\_/\_\_\_/20\_\_\_ |

1. —Agreement to Cash Out Annual Leave

[Sched G inserted by [PR583049](http://www.fwc.gov.au/awardsandorders/html/PR583049.htm) ppc 29Jul16]

Link to PDF copy of [Agreement to Cash Out Annual Leave](http://www.fwc.gov.au/documents/documents/modern_awards/cash-out-agreement.pdf).

Name of employee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name of employer: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**The employer and employee agree to the employee cashing out a particular amount of the employee’s accrued paid annual leave:**

The amount of leave to be cashed out is: \_\_\_\_ hours/days

The payment to be made to the employee for the leave is: $\_\_\_\_\_\_\_ subject to deduction of income tax/after deduction of income tax (strike out where not applicable)

The payment will be made to the employee on: \_\_\_/\_\_\_/20\_\_\_

Signature of employee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date signed: \_\_\_/\_\_\_/20\_\_\_

Name of employer representative: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature of employer representative: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date signed: \_\_\_/\_\_\_/20\_\_\_

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| *Include if the employee is under 18 years of age:*  Name of parent/guardian: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Signature of parent/guardian: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Date signed: \_\_\_/\_\_\_/20\_\_\_ |

1. —Agreement for Time Off Instead of Payment for Overtime

[Sched H inserted by [PR584132](http://www.fwc.gov.au/awardsandorders/html/PR584132.htm) ppc 22Aug16]

Link to PDF copy of [Agreement for Time Off Instead of Payment for Overtime](http://www.fwc.gov.au/documents/documents/modern_awards/toil-agreement.pdf).

Name of employee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name of employer: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**The employer and employee agree that the employee may take time off instead of being paid for the following amount of overtime that has been worked by the employee:**

Date and time overtime started: \_\_\_/\_\_\_/20\_\_\_ \_\_\_\_ am/pm

Date and time overtime ended: \_\_\_/\_\_\_/20\_\_\_ \_\_\_\_ am/pm

Amount of overtime worked: \_\_\_\_\_\_\_ hours and \_\_\_\_\_\_ minutes

**The employer and employee further agree that, if requested by the employee at any time, the employer must pay the employee for overtime covered by this agreement but not taken as time off. Payment must be made at the overtime rate applying to the overtime when worked and must be made in the next pay period following the request.**

Signature of employee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date signed: \_\_\_/\_\_\_/20\_\_\_

Name of employer representative: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature of employer representative: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date signed: \_\_\_/\_\_\_/20\_\_\_