

Junior Rates

20.4(a) A junior employee employed as a Plumbing and mechanical services worker / Sprinkler fitting worker Level 1(a)(new entrant in the industry) will be paid the following percentages of the appropriate wage rates payable under the award:-

Age	Percentage
Under sixteen years of age	45
Sixteen years of age	50
Seventeen years of age	60
Eighteen years of age	70
Nineteen years of age	80
Twenty years of age	90

20.4(b) The junior rates provided in Clause 20.4(a) shall only apply to an employee who is employed as a Plumbing and mechanical services worker / Sprinkler fitting worker Level 1(a)(new entrant in the industry).

Renumber existing clause 20.4 Higher duties to clause 20.5.

Draft - Without Prejudice

32.1 Shiftwork

Between Midnight on Sunday and Midnight on Friday

(a) Where an employee is directed by the employer to work ordinary hours between midnight on Sunday and midnight on Friday, and such employee is:

- (i) given no less than 48 hours' notice prior to the commencement of shiftwork by the employer; and
- (ii) such work is for five or more consecutive shifts;

the employee will receive a loading of 33% calculated on their ordinary hourly rate of pay for such ordinary hours worked,

or,

where such employee is:

- (iii) given less than 48 hours' notice prior to the commencement of shiftwork by the employer; or
- (iv) directed by the employer to work ordinary hours between midnight on Sunday and midnight on Friday for less than five consecutive shifts;

the employee will receive a loading of 50% for the first two hours and 100% thereafter calculated on their minimum hourly rate of pay for such ordinary hours worked.

Between midnight on a Friday and midnight on a Saturday

(b) Where an employee is directed by the employer to work ordinary hours between midnight on a Friday and midnight on a Saturday, such employee will receive:

- (i) a 50% loading calculated on their minimum hourly rate of pay for the first two ordinary hours worked; and
- (ii) a 100% loading calculated on their minimum hourly rate of pay for the remaining ordinary hours worked thereafter.

Between midnight on a Saturday and midnight on a Sunday

(c) Where an employee is directed by the employer to work ordinary hours between midnight on a Saturday and midnight on a Sunday, such employee will receive a 100% loading calculated on their minimum hourly rate of pay for such ordinary hours worked.

Public holidays

- (d)(i) Where an employee is directed to work ordinary hours on a public holiday or substitute days as prescribed in clause [37—Public holidays](#), such employee will receive a 150% loading calculated on their minimum hourly rate of pay, for such ordinary hours worked.
- (d)(ii) A plumbing and mechanical services employee required to perform any work on a public holiday will be afforded at least four hours work or paid for four hours at the appropriate rate.

32.2 Travel

- (a) Where an employee, after having worked a shift, finishes at a time when reasonable means of transport are not available, the employer will provide the employee with a conveyance to their home, or pay the employee their current wage for the time reasonably spent occupied in reaching their home.

32.3 Loadings

- (a) All loadings will be exclusive of each other (i.e. only one loading will be payable at any given time).
- (b) Loadings will not apply where overtime is payable.

32.4 Breaks

- (a) An employee directed to work ordinary hours in accordance with clause 32.1 – Shiftwork will be allowed a meal break in accordance with clause [30.1 – Meal Breaks](#) and a daily rest break in accordance with clause [30.3 – Daily Rest Breaks](#).

32.5 Overtime

- (a) An employee directed to work overtime after having worked / or before working ordinary hours in accordance with clause 32.1 – Shiftwork, will be paid in accordance with clause [33 - Overtime](#).