Clause 8.1.2 FAQs:

Q: What is clause 8.1.2?
A: Clause 8.1.2 is integral to how your run and salary category is determined.

There are two parts to this clause. The first part applies if you are on a shift roster and the second part for all other rosters. It is the second part that this FAQ covers particularly in relation to current bargaining. It states that any ordinary hours which are not rostered, are still added into calculations when determining what the run category for the run.

Q. What are ordinary hours?
A: Ordinary hours of work are 40 hours per week and no more than 8 hours per day between the hours of 7.30am and 5.30pm Monday to Friday.

Q: How does clause 8.1.2 relate to my salary?
A: What you are paid is determined by your run category and your run category is determined by the average weekly hours worked.

The second part of clause 8.1.2 means that when calculating what the average weekly hours for a roster are, each weekday sleep recovery day, each weekday rostered day off and each weekday on which nights are worked are added into those calculations.

Q: What happens if this provision is lost or altered?
A: Weekday sleep recovery days, weekday rostered days off and weekdays leading up to nights may no longer be counted as 8 hours worked when determining your run category, leading to a drop in salary category. This table shows how hours of work are currently determined with and without clause 8.1.2:

	Week 1							Week 2						
	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun
	D	D	D	RDO	RDO	x	x	N	N	N	z	z	x	x

	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	
With 8.1.2	8	8	8	8	8	x	x	8+10	8+10	8+10	8	8	x	x	110
W/O 8.1.2	8	8	8	0	0	x	x	10	10	10	0	0	x	x	54

	Week 3							Week 4						
	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun
	D	D	D	D	D	LW	LW	D	D	D	RDO	RDO	x	x

	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	
With 8.1.2	8	8	8	8	8	15	15	8	8	8	8	8	x	x	110
W/O 8.1.2	8	8	8	8	8	15	15	8	8	8	0	0	x	x	94

Roster Key			
D	Day Shift	Z	Sleep Recovery Day
RDO	Rostered Day Off	LW	Weekend Long Day
N	Night Shift		

Total hours calculated **with clause 8.1.2**: Average of **55 hours** per week = **Category C**
Total Hours calculated **without clause 8.1.2**: Average of **40 hours** per week = **Category F**