



OVERTIME AND ORDINARY HOURS

(INCLUDES EXAMPLE ROSTERS)

The Pastoral Award 2020 provides as follows:

Clause 34.2

"The ordinary hours of work of farm and livestock hands (other than station cooks) will not exceed 152 hours in any consecutive period of 4 weeks."

Clause 35.1 and 35.2

"All time worked by an employee in excess of the ordinary hours in clause 34 – Ordinary hours of work and rostering will be regarded as overtime."

Unlike many other awards, the Pastoral Award does not provide for penalty rates for work on weekends or outside of standard working hours.

Overtime payments involve an additional percentage of the ordinary rate of pay to compensate the employee for working in excess of ordinary hours.

The effect of these two clauses is that for full time and casual employees work on Saturdays and Sundays is only paid at the overtime rate **ONLY** once 152 hours have been worked in a 4 week period.

Farmers can therefore roster around the final Sunday in the 4 week cycle and effectively never have to pay double time (200%).

We have included two example rosters so you can see how overtime can apply over a 4 week period. The differences between the two rosters are in Week 4.

Note: this does not apply to part-time employees who are paid overtime for all hours worked in excess of the agreed part-time hours.

Roster example 1

George and Fiona own a 550 cow dairy farm in South West Victoria. They both work on the farm & they employ Peter on a full time basis as a FLH5 as well as casual relief milkers. Peter works regular 50 hour weeks.

| Week | Rostered hours | Ordinary hours or overtime | Total hours for 4 week period |
|---------------|-----------------|--|-------------------------------|
| Week 1 | | | |
| Monday | Day off | | |
| Tuesday | Day off | | |
| Wednesday | 10 hours | Ordinary hours | |
| Thursday | 10 hours | Ordinary hours | |
| Friday | 10 hours | Ordinary hours | |
| Saturday | 10 hours | Ordinary hours | |
| Sunday | 10 hours | Ordinary hours | |
| | 50 hours | | 50 hours |
| Week 2 | | | |
| Monday | Day off | | |
| Tuesday | Day off | | |
| Wednesday | 10 hours | Ordinary hours | |
| Thursday | 10 hours | Ordinary hours | |
| Friday | 10 hours | Ordinary hours | |
| Saturday | 10 hours | Ordinary hours | |
| Sunday | 10 hours | Ordinary hours | |
| | 50 hours | | 100 hours |
| Week 3 | | | |
| Monday | Day off | | |
| Tuesday | Day off | | |
| Wednesday | 10 hours | Ordinary hours | |
| Thursday | 10 hours | Ordinary hours | |
| Friday | 10 hours | Ordinary hours | |
| Saturday | 10 hours | Ordinary hours | |
| Sunday | 10 hours | Ordinary hours | |
| | 50 hours | | 150 hours |
| Week 4 | | | |
| Monday | Day off | | |
| Tuesday | Day off | | |
| Wednesday | 10 hours | 2 ordinary hours 8 overtime hours at 150% | 152 hours |
| Thursday | 10 hours | 10 overtime hours at 150% | |
| Friday | 10 hours | 10 overtime hours at 150% | |
| Saturday | 10 hours | 10 overtime hours at 150% | |
| Sunday | 10 hours | 10 overtime hours at 200% (unless feeding and watering stock) | |
| | 50 hours | | 200 hours |

Based on this roster, overtime starts to apply after 2 hours on the Tuesday of the last week of the 4 week period.

Overtime is paid at time and a half (150%) for the remaining 38 hours worked this week and double time (200%) is paid for all of the work on Sunday except for hours spent feeding and watering stock.

Roster example 2

George could vary the roster so that the final Sunday of the month is not worked as follows:

| Week | Rostered hours | Ordinary hours or overtime | Total hours for 4 week period |
|---------------|-----------------|--|-------------------------------|
| Week 1 | | | |
| Monday | Day off | | |
| Tuesday | Day off | | |
| Wednesday | 10 hours | Ordinary hours | |
| Thursday | 10 hours | Ordinary hours | |
| Friday | 10 hours | Ordinary hours | |
| Saturday | 10 hours | Ordinary hours | |
| Sunday | 10 hours | Ordinary hours | |
| | 50 hours | | 50 hours |
| Week 2 | | | |
| Monday | Day off | | |
| Tuesday | Day off | | |
| Wednesday | 10 hours | Ordinary hours | |
| Thursday | 10 hours | Ordinary hours | |
| Friday | 10 hours | Ordinary hours | |
| Saturday | 10 hours | Ordinary hours | |
| Sunday | 10 hours | Ordinary hours | |
| | 50 hours | | 100 hours |
| Week 3 | | | |
| Monday | Day off | | |
| Tuesday | Day off | | |
| Wednesday | 10 hours | Ordinary hours | |
| Thursday | 10 hours | Ordinary hours | |
| Friday | 10 hours | Ordinary hours | |
| Saturday | 10 hours | Ordinary hours | |
| Sunday | 10 hours | Ordinary hours | |
| | 50 hours | | 150 hours |
| Week 4 | | | |
| Monday | Day off | | |
| Tuesday | 10 hours | 2 ordinary hours 8 overtime hours at 150% | 152 hours |
| Wednesday | 10 hours | 10 overtime hours at 150% | |
| Thursday | 10 hours | 10 overtime hours at 150% | |
| Friday | 10 hours | 10 overtime hours at 150% | |
| Saturday | 10 hours | 10 overtime hours at 150% | |
| Sunday | Day off | | |
| | 50 hours | | 200 hours |

Based on this roster, overtime starts to apply after 2 hours on the Tuesday of the last week of the 4 week period.

Overtime is paid at time and a half (150%) for the remaining 38 hours worked this week.

George has rostered Peter so that he has a day off on the final Sunday of the 4 week period and thus avoids paying double time for that last Sunday. Peter also gets 3 days off in a row at the end of each cycle.

