



Overtime and ordinary hours

(includes example roster)

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 2020 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.