

Overtime and ordinary hours (includes example rosters)

The Pastoral Award 2010 provides as follows:

Clause 30.2: "The ordinary hours of Farm and Livestock Hands (other than station cooks) will not exceed 152 hours in any consecutive period of 4 weeks".

Clause 31.2 "The rate of pay for overtime for a Farm and Livestock Hand will be time and a half, except on Sunday when the rate for overtime will be double time, except in the case of feeding and watering stock when such work will be paid at the rate of time and a half."

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 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.

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.

| WE EK | 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/OVERTIME | TOTAL HOURS FOR 4 WEEK PERIOD |
|-----------------|-----------------|--|-------------------------------|
| Week one | | | |
| 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.