



Modernised On-



1.3 Conditions

1.3.1 Where a staff member is rostered on-call:

- a. They will be rostered in an equitable manner having regard to approved study, personal commitments and responsibilities. Consideration will be given to staff rostering preferences and any extenuating circumstances.
- b. They will not be rostered to be on-



2. OVERTIME

2.1 Unplanned Overtime

2.1.1 'Unplanned overtime' means overtime worked as a result of being on-call.

2.1.2 Unplanned overtime will be paid in 30 minute increments at the following rates for all levels up to and including HEO9.

Between 7pm and 10pm on weekdays	Time and a half
Between 10pm and 7am on weekdays Any hours worked after the first three hours on weekdays Weekends	Double time
Public Holidays	Double time and a half

2.1.3 Where a staff member is required to return to work to respond to a call:

- a. They will receive a minimum payment of three hours at the appropriate overtime rate.
- b. Time spent travelling to and from the place of duty will be included in the hours worked for the purposes of overtime payment calculation.
- c. They will be:
 - i. reimbursed by the University for their journey to and from the workplace using the shortest, most practicable route (together with any parking fees) in accordance with the rate per business kilometre determined by the Australian Tax Office from time to time, provided that the staff member will not be required to use a private vehicle for work purposes; or
 - ii. permitted to use a taxi at the University's expense to travel to and from the workplace.

2.1.4 Where a staff member performs the overtime from home or remotely:

- a. They will receive a minimum payment of:
 - i. 30 minutes at the appropriate overtime rate for overtime worked between 7pm and 10pm on weekdays;
 - ii. one hour at the appropriate overtime rate for overtime worked between 10pm and 7am on weekdays;
 - iii. a1.239 TD.005 Tc(uEMC [EMC 5n0)4.9-[6(:)]t

