

# **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.

\*The Pastoral Award 2010 is being reviewed and rewritten - as a result, clause numbers will change. Clause 30.2 and 31.2 are current at July 2020.

# 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 1         Day off           Tuesday         Day off           Weednesday         10 hours         Ordinary hours           Thursday         10 hours         Ordinary hours           Fiday         10 hours         Ordinary hours           Saturday         10 hours         Ordinary hours           Sunday         10 hours         Ordinary hours           Sunday         10 hours         So hours           So hours           Week 2           Week 2           Week 2           Week 2         Use off           Weednesday         10 hours         Ordinary hours           Thursday         10 hours         Ordinary hours           Firday         10 hours         Ordinary hours           Saturday         10 hours         Ordinary hours           Sunday         10 hours         Ordinary hours           Week 3           Week 3           Week 4         Tuesday         Day off           Week 5         Tuesday         Day off           Week 6         Tuesday         Ordinary hours           Firday         10 hours         Ordinary hours <th>Week</th> <th>Rostered hours</th> <th>Ordinary hours or overtime</th> <th>Total hours for 4 week period</th>	Week	Rostered hours	Ordinary hours or overtime	Total hours for 4 week period
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           So hours           So hours           So hours           Week 2           Wednesday         Day off           Wednesday         10 hours         Ordinary hours           Wednesday         10 hours         Ordinary hours           Friday         10 hours         Ordinary hours           Saturday         10 hours         Ordinary hours           Saturday         10 hours         Ordinary hours           Week 3         Week 3           Week 4         Wednesday         10 hours           Wednesday         10 hours         Ordinary hours           Wednesday         10 hours         Ordinary hours           Friday         10 hours         Ordinary hours           Saturday         10 hours         Ordinary hours           Saturday         10 hours	Week 1			
Wednesday         10 hours         Ordinary hours           Friday         10 hours         Ordinary hours           Friday         10 hours         Ordinary hours           Saturday         10 hours         Ordinary hours           Sundoy         10 hours         Ordinary hours           Sundoy         50 hours         50 hours           Sol hours           Week 2           Wednesday         Day off           Wednesday         10 hours         Ordinary hours           Thursday         10 hours         Ordinary hours           Friday         10 hours         Ordinary hours           Saturday         10 hours         Ordinary hours           Sundoy         10 hours         Ordinary hours           Sundoy         10 hours         Ordinary hours           Week 3           Wednesday         10 hours         Ordinary hours           Tuesday         10 hours         Ordinary hours           Wednesday         10 hours         Ordinary hours           Suturday         10 hours         Ordinary hours           Suturday         10 hours         Ordinary hours           Sunday         10 hours	Monday	Day off		
Thursday         10 hours         Ordinary hours           Friday         10 hours         Ordinary hours           Saturday         10 hours         Ordinary hours           Sunday         10 hours         Ordinary hours           Sunday         10 hours         Ordinary hours           **So hours************************************	Tuesday	Day off		
Friday         10 hours         Ordinary hours           Saturday         10 hours         Ordinary hours           Sunday         10 hours         Ordinary hours           Sunday         10 hours         Ordinary hours           50 hours           50 hours           Meek 2           Week 3           Wednesday         10 hours         Ordinary hours           Friday         10 hours         Ordinary hours           Friday         10 hours         Ordinary hours           Saturday         10 hours         Ordinary hours           Johours           Johours <td>Wednesday</td> <td>10 hours</td> <td>Ordinary hours</td> <td></td>	Wednesday	10 hours	Ordinary hours	
Saturday         10 hours         Ordinary hours           Sunday         10 hours         Ordinary hours           Week 2         ***********************************	Thursday	10 hours	Ordinary hours	
Sunday         10 hours         Ordinary hours           Week 2         SO hours         50 hours           Wead Agy         Day off         SO hours         SO hours           Tuesday         Day off         SO hours         SO hours         SO hours         SO HOURS SO HOURS         SO HOURS SO HOURS         SO HOURS SO HOURS SO HOURS         SO HOURS SO HO	Friday	10 hours	Ordinary hours	
50 hours         50 hours           Week 2           Monday         Day off	Saturday	10 hours	Ordinary 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           Monday           Johnurs           Monday           Day off         Usesday         10 hours         Ordinary hours         Usesday           Wednesday         10 hours         Ordinary hours         Usesday         Usesday         Usesday         10 hours         Ordinary hours         Usesday         150 hours         150 hours         150 hours         Usesday         Usesday         150 hours         150 hours         Usesday         150 hours         150 hour	Sunday	10 hours	Ordinary hours	
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           Sunday         10 hours         Todo hours           Monday         10 hours         Todo hours           Week 3           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         150 hours           Week 4         Tuesday         10 hours         152 hours		50 hours		50 hours
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           Tolk hours           Week 3           Week 3         Tuesday         Day off           Wednesday         10 hours         Ordinary hours           Thursday         10 hours         Ordinary hours           Friday         10 hours         Ordinary hours           Friday         10 hours         Ordinary hours           Sunday         10 hours         Ordinary hours           Sunday         10 hours         Ordinary hours           Sunday         10 hours         Ordinary hours           Week 4         Tuesday         150 hours           Week 5         Source         150 hours           Week 6         Source         150 hours           Week 7         Source         150 hours           Week 9         Source         150 hours           Week 9         Source         150	Week 2			
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           to your search and yours           to your search and yours           to your search and your search search search and your search search and your search search search search search and your search search search search search search search and your search search search search and your search search search and your search search search search search search and your search sear	Monday	Day off		
Thursday         10 hours         Ordinary hours           Friday         10 hours         Ordinary hours           Saturday         10 hours         Ordinary hours           Sunday         10 hours         Ordinary hours           Week 3         100 hours         100 hours           Wednesday         Day off         Friday           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           Sunday         10 hours         Ordinary hours           Sunday         10 hours         Ordinary hours           Week 4         10 hours         150 hours           Week 4         10 hours         2 ordinary hours         152 hours           Wednesday         10 hours         10 overtime hours at 150%         152 hours           Wednesday         10 hours         10 overtime hours at 150%         152 hours           Friday         10 hours         10 overtime hours at 150%         10 overtime hours at 150%           Saturday         10 hours	Tuesday	Day off		
Friday         10 hours         Ordinary hours           Saturday         10 hours         Ordinary hours           Sunday         10 hours         Ordinary hours           to Johnurs           to Johnurs           to Johnurs           Monday         Day off           Tuesday         Day off           Wednesday         10 hours         Ordinary hours           Friday         10 hours         Ordinary hours           Saturday         10 hours         Ordinary hours           Sunday         10 hours         Ordinary hours           Sunday         10 hours           Monday         Day off           Tuesday         10 hours         2 ordinary hours         150 hours           Week 4           Monday         Day off         152 hours         152 hours           Week 4         10 hours         2 ordinary hours         152 hours           Week 4         10 hours         10 overtime hours at 150%         152 hours           Wednesday         10 hours         10 overtime hours at 150%         152 hours           Friday         10 hours         10 overtime hours at 150% <td>Wednesday</td> <td>10 hours</td> <td>Ordinary hours</td> <td></td>	Wednesday	10 hours	Ordinary hours	
Saturday         10 hours         Ordinary hours           Sunday         10 hours         Ordinary hours           Moek 3           Week 3         ***********************************	Thursday	10 hours	Ordinary hours	
Sunday         10 hours         Ordinary hours           Week 3           Monday         Day off           Wednesday         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           Sunday         10 hours         Ordinary hours           Week 4         150 hours           Wead onday         Day off           Tuesday         10 hours         2 ordinary hours         152 hours           Wednesday         10 hours         2 ordinary hours at 150%         152 hours           Wednesday         10 hours         10 overtime hours at 150%         152 hours           Thursday         10 hours         10 overtime hours at 150%         152 hours           Friday         10 hours         10 overtime hours at 150%         152 hours           Saturday         10 hours         10 overtime hours at 150%         152 hours	Friday	10 hours	Ordinary hours	
Week 3         100 hours           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           Sunday         10 hours         Ordinary hours           Week 4         Incompany         Incompany           Monday         Day off         Incompany           Tuesday         10 hours         2 ordinary hours           8 overtime hours at 150%         152 hours           Wednesday         10 hours         10 overtime hours at 150%           Wednesday         10 hours         10 overtime hours at 150%           Friday         10 hours         10 overtime hours at 150%           Saturday         10 hours         10 overtime hours at 150%           Saturday         10 hours         10 overtime hours at 150%	Saturday	10 hours	Ordinary hours	
Week 3         Monday       Day off         Tuesday       Day off         Wednesday       10 hours       Ordinary hours         Thursday       10 hours       Ordinary hours         Saturday       10 hours       Ordinary hours         Sunday       10 hours       Ordinary hours         Sunday       10 hours       Ordinary hours         ***********************************	Sunday	10 hours	Ordinary hours	
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           150 hours           150 hours           Week 4           Monday         Day off           Tuesday         10 hours         2 ordinary hours at 150%         152 hours           Wednesday         10 hours         10 overtime hours at 150%         152 hours           Thursday         10 hours         10 overtime hours at 150%         152 hours           Friday         10 hours         10 overtime hours at 150%         152 hours           Saturday         10 hours         10 overtime hours at 150%         152 hours           Sudday         10 hours         10 overtime hours at 150%         152 hours		50 hours		100 hours
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           Sunday         50 hours         150 hours           Week 4           Monday         Day off           Tuesday         10 hours         2 ordinary hours at 150%         152 hours           Wednesday         10 hours         10 overtime hours at 150%	Week 3			
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   Sunday 10 hours Ordinary hours   Week 4 150 hours   Monday Day off   Tuesday 10 hours 2 ordinary 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%   Saturday 10 hours 10 overtime hours at 150%   Sunday Day off	Monday	Day off		
Thursday 10 hours Ordinary hours Friday 10 hours Ordinary hours Saturday 10 hours Ordinary hours Sunday 10 hours Ordinary hours  Tuesday 10 hours Ordinary hours  Tuesday Day off  Tuesday 10 hours 10 hours 150 hours  Tuesday 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%  Friday 10 hours 10 overtime hours at 150%  Saturday 10 hours 10 overtime hours at 150%  Saturday 10 hours 10 overtime hours at 150%  Saturday 10 hours 10 overtime hours at 150%	Tuesday	Day off		
Friday 10 hours Ordinary hours Saturday 10 hours Ordinary hours Sunday 10 hours Ordinary hours  Tuesday Day off Tuesday 10 hours 2 ordinary hours  Wedk 4  Monday Day off Tuesday 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%  Friday 10 hours 10 overtime hours at 150% Saturday Day off	Wednesday	10 hours	Ordinary hours	
Saturday 10 hours Ordinary hours Sunday 10 hours Ordinary hours    Solution   Foliation   Foliation	Thursday	10 hours	Ordinary hours	
Sunday 10 hours Ordinary hours 150 hours  Week 4  Monday Day off  Tuesday 10 hours 2 ordinary hours 8 overtime hours at 150%  Wednesday 10 hours 10 overtime hours at 150%  Friday 10 hours 10 overtime hours at 150%  Friday 10 hours 10 overtime hours at 150%  Saturday 10 hours 10 overtime hours at 150%  Saturday 10 hours 10 overtime hours at 150%  Saturday Day off	Friday	10 hours	Ordinary 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	Saturday	10 hours	Ordinary 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	Sunday	10 hours	Ordinary hours	
Monday Day off Tuesday 10 hours 2 ordinary hours at 150% 152 hours 8 overtime hours at 150%  Wednesday 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		150 hours
Tuesday 10 hours 2 ordinary hours 8 overtime hours at 150%  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%  Saturday Day off	Week 4			
8 overtime hours at 150%Wednesday10 hours10 overtime hours at 150%Thursday10 hours10 overtime hours at 150%Friday10 hours10 overtime hours at 150%Saturday10 hours10 overtime hours at 150%SundayDay off	Monday	Day off		
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	Tuesday	10 hours		152 hours
Friday 10 hours 10 overtime hours at 150% Saturday 10 hours 10 overtime hours at 150% Sunday Day off	Wednesday	10 hours	10 overtime hours at 150%	
Saturday 10 hours 10 overtime hours at 150% Sunday Day off	Thursday	10 hours	10 overtime hours at 150%	
Sunday Day off	Friday	10 hours	10 overtime hours at 150%	
	Saturday	10 hours	10 overtime hours at 150%	
50 hours 200 hours	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.