



SITREP 39/15

Extra compensation for working Christmas Day?

An unforeseen repercussion of 24 hour shifts is that those working Christmas Day now work the whole day after 0800 instead of returning after 1800 - a real loss of quality time with family and friends.

Firefighter wages include a loading for working regular public holidays but not additional public holidays (see SITREP 4/2015), which is why permanent members receive consolidated leave and retained members are paid at overtime rates for any hours worked on an additional public holiday.

In 2010 the Keneally Labor Government legislated to automatically make an additional public holiday whenever New Year's, Christmas and/or Boxing Days fall on a weekend. While obviously welcome, this often means that the permanent members who work a weekend New Year's, Christmas or Boxing Day miss out on the consolidated leave, because they'll be off-duty when the additional public holiday occurs. But what if we surrendered our compensation for the additional public holidays that follow when New Year's, Christmas and/or Boxing Days fall on weekends to instead compensate members (permanent and retained) who work on Christmas Day? There will be 9 additional public holidays every 10 years so the proposal is essentially cost-neutral, although the table below shows that the impact on permanent members of this change varies according to rosters and platoons.

	Current	New
10/14 Roster	A Pltn = 14 hrs (0001-0800 on 27/12/16 & 1800-2400 on 2/1/17) B Pltn = 8 hrs (0001-0800 on 2/1/17) C Pltn = 10 hrs (0800-1800 on 27/12/16) D Pltn = 16 hrs (1800-2400 on 27/12/16 & 0800-1800 on 2/1/17)	A Pltn = 6 hrs (1800-2400 on 25/12/16) B Pltn = 18 hrs (0001-0800 on 25/12/16 & 0800-1800 on 25/12/17) C Pltn = 14 hrs (0001-0800 & 1800-2400 on 25/12/17) D Pltn = 10 hrs (0800-1800 on 25/12/16)
24hr Roster	A Pltn = 16 hrs (0001-0800 on 27/12/16 & 2/1/17) B Pltn = 0 hrs C Pltn = 0 hrs D Pltn = 32 hrs (0800-2400 on 27/12/16 & 2/1/16)	A Pltn = 8 hrs (0001-0800 on 25/12/16) B Pltn = 8 hrs (0001-0800 on 25/12/17) C Pltn = 16 hrs (0800-2400 on 25/12/17) D Pltn = 16 hrs (0800-2400 on 25/12/16)
B2B Roster	E Pltn = 12 hrs (0600-1800 on 2/1/17) F Pltn = 12 hrs (0600-1800 on 27/12/16)	E Pltn = 12 hrs (0600-1800 on 25/12/16) F Pltn = 12 hrs (0600-1800 on 25/12/17)
Special Roster	S Pltn = 17 hrs (0800-1630 on 27/12/16 & 2/1/17)	S Pltn = 8.5 hrs (0800-1630 hrs on 25/1/17)
Overlap Roster	G Pltn = 10.5 hrs (0700-1730 on 27/12/16) H Pltn = 21 hrs (0700-1730 on 27/12/16 & 2/1/17)	G Pltn = 10.5 hrs (0700-1730 on 25/12/17) H Pltn = 0 hrs

These comparisons are for the 2016 and 2017 years only. Over the Dec 2018/Jan 2019 period, for example, S, G and H Platoons receive 0 hours under the current Award but would be credited for working the Tuesday 25 December 2018 under the revised arrangement.

It's an idea - and nothing more at the moment - that members are encouraged to consider and discuss at your station. If the idea gains support as a way of recognising members who are required to work on Christmas Day then we'll raise it with the Department and put it to a vote at next October's AGM.