



Permanent members - North Coast floods

Hours and Pay

Permanent members who were on duty and who attended the incident are to be paid continuously from the time they commenced duty (in most cases 0800 hrs) until the time they ceased duty, which will be either (a) their rostered cessation time or, if their duty has exceeded their rostered shift and they are therefore on overtime, (b) the time following their return to their own station that they were dismissed. Note that members who are relieved are also entitled to a reasonable amount of additional "clean up" time (for showering, changing of clothes, etc) before leaving the station - see subclause 9.4.

Permanent members off duty and who were recalled to attend the incident are to be paid continuously at overtime rates from the time they reported for duty at the designated location (in most cases either Alexandria or Greenacre) until the time they were returned to that location and dismissed from duty. Members on annual or long-service leave who reported for duty off must, in addition to the overtime paid, also be credited with consolidated leave for the hours worked.

While the Award provides for a minimum payment of 2 hours overtime for recall to attend an incident, it does not allow the employer to temporarily stand down permanent members on deployment without pay. This includes off duty members recalled to attend the incident, who cannot be stood down/clocked off/rested (or whatever else they might refer to this practice as) without pay prior to their return to the station or location at which they commenced duty. That is not to say that members cannot be rested (indeed WHS requires this), only that the meter doesn't stop running while you are rested.

Note that because permanent members remain on duty throughout their attendance, there is no entitlement to any accommodation or incidental allowances.

Transport of gear

Off duty permanent members who were recalled to attend the incident are to be paid \$1.25 per kilometre for the transport of their gear from their own station to the reporting location (in most cases either Alexandria or Greenacre). If the Department did not return that gear and members were therefore required to do so instead, those members are to be paid an additional \$1.25 per kilometre for the distance from the location at which they ceased duty (in most cases either Alexandria or Greenacre) to their own station.

Meals and Refreshments

Members who attended the incident are to be provided refreshments after 2 hours, a substantial meal after 4 hours and a further substantial meal every four hours after that. For example, by the 13th hour a member should have been provided refreshments once (after the first 2 hours) and a substantial meal three times (after the fourth, eighth and twelfth hours).

Our Awards provide financial penalties if the Department does not do this, with refreshment and meal allowances payable if:

- a) members did not receive any refreshments / meals (as the case may be); or
- b) the refreshments / meals (as the case may be) were provided, but arrived too late; or
- c) the refreshments / meals (as the case may be) were provided, but were not of an acceptable or appropriate standard. This also applies to members with special dietary needs (ie, diabetic, vegetarian, halal, etc.) who notified the Department of same, but whose needs were not met.