

# Senate Finance and Public Administration Legislation Committee —Supplementary Budget Estimates Hearing—October 2016

## Answers to Questions on Notice

### Parliamentary departments, Department of Parliamentary Services

Topic: **Enterprise agreement**

Question: **14**

Hansard Reference **p 24; 17 October 2016**

#### **Date set by the committee for the return of answer: 2 December 2016**

**Senator WONG:** Is it currently departmental policy to seek to reduce overtime rates for weekends and public holidays? Is that your current position?

**Ms Croke:** The proposal does have some changes, but it is not changing—

**Senator WONG:** Are you proposing—

**Ms Croke:** Could I take it on notice? I do not have the detail with me and I know we have changed some of that through the negotiation. I would need to check precisely where we have ended up at this point in time.

#### **Answer**

It is not the Department's current proposal to reduce overtime rates for Sundays or public holidays.

For Saturdays, the proposal is to pay double time after four hours of overtime instead of the current three hours.

The *DPS Enterprise Agreement 2011* rates for overtime on weekends and public holidays are:

- Saturday – first three hours worked on Saturday are at time and a half.
- Saturday and Sunday – double time (200%) for overtime worked in excess of three hours on Saturday and for overtime worked on Sunday
- Public holidays – double time and a half for overtime worked on a public holiday outside the employee's normal hours of duty and time and half within their normal hours as employees have already been paid for the public holiday in base salary.

The proposed replacement agreement overtime rates for weekends and public holidays are:

- First four hours on Saturday – 150% of the employee's hourly base rate of pay
- After the first four hours Saturday and all hours worked on Sunday – 200% (double time) of the employee's hourly base rate of pay
- All hours public holidays – 250% of the employee's hourly base rate of pay inclusive of payment for ordinary hours for that day.