

The PANSW has been communicating with the HR Command and the POC in regards to your entitlements during this operation.

Whilst early on in the initial deployment the special operations allowance was advocated for by the PANSW and approved by the Commissioner to all non-commissioned officers on deployment (those that have had to travel and stay away from their normal residence), there were a number of outstanding Industrial entitlements that required advocacy by the PANSW to ensure appropriate application of the Award.

What we can confirm is:

ROSTERING AND ENTITLEMENTS

- All officers should have been rostered for 7 x 9.5 hour shifts for the length of deployment (this is broken down by 1x travel, 5 x operational, 1 x travel).
- Those officers that were notified on a rest day for deployment with less than 24 hours notice would be entitled to the provisions of clause 49.7 of the Award (overtime for the whole shift payable at time and half for the first 2 hours and double time for rest of rostered shift). No alternate rest day would be provided to the officer if in receipt of the overtime for this shift.
- Officers advised with less than 24 hours notice that their start time of the shift on that day had a change in starting time, no penalty occurs due to clause 49.7 of the Award and urgent operational reasons sighted
- Officers who commenced a shift and were stood down, required to perform later shift, payment will be made for 2 x shifts, with the second impacted if no 10 hour break applied
- For those officers travelling to their deployment longer than the 9.5 hour shift – travelling time would be applicable post 10 hours at ordinary rates as per Clause 59.1 (unless the officer is a driver of a police vehicle conveying passengers then overtime applies)
- If the time between the conclusion of any travel and commencement of the next rostered shift was less than 10 hours, time and half is applied to the period of the shift which falls within the 10 hour break as per Clause 49.8 of the Award
- Performance of rostered shift on deployment, shift penalties apply and if overtime worked, officers paid overtime as per 52.1 of the Award

TRAVELLING HOME AFTER FINISHING NIGHT SHIFT:

- Night shift finish time 7am (or time after finishing overtime on shift)
- Travel time from time of getting on bus (max of 8 hours single rate, overtime beyond 8 hours until rostered shift)
- Rostered shift 5pm for 9.5 hours until 3am
- No 10 hour break between travelling and rostered shift, payable at time and half for time worked until stood down when normal rate applies (if no overtime worked on previous night shift)
- Double time for time worked (until stood down) if overtime was worked on previous night shift

MEAL CLAIMS AND SPECIAL OPERATIONS ALLOWANCE:

PLEASE NOTE: The Special Ops allowance and the meal claims need to be processed as one travel payment, the PANSW has requested these be paid outside of the usual pay cycle ASAP to members.

- \$79.06 per day x 7 days (applicable to Commissioned and Non Commissioned Officers)
- Travel days meals are \$31.25 Breakfast/Lunch/Dinner (if not supplied)
- Working shifts where meals were not provided by NSWPF, meal claim as per above rate , receipts are NOT required
- Outside of rostered shift travelling meal rates apply (if not supplied)

SHIFTS BACK AT PAC/PD:

- Officers who worked 5 night shifts in a row will possible be in excess for their B Shifts meaning more than 7 in any period of 21 days. This is payable at time and a half for all shifts rostered in excess of 7
- Rest day entitlements are 2 days in any 7 calendar days or 4 in 14 calendar days. If not met, cancelled rest days will need to be applied to shifts worked and overtime payable.

We understand your roster officers attached to each PAC/PD/Command should have knowledge of your entitlements for the weeks deployment. We encourage all officers to check their payslips against what you were rostered for in the week, and if you recognise any issues to please raise it through normal protocols through your place of attachment (rosters). Due to the complexities of everyone's individual rosters and entitlements, this is the best process to follow.

If through this process you are still having issues that need clarification or seek advice on your payslip, please call the Information Organising Centre on 9265 6777 where we can offer assistance.