

## Shiftworkers

A shiftworker is an employee who works shifts and gets an extra payment for working shift hours.

An award, enterprise agreement or other registered agreement ([www.fairwork.gov.au/Dictionary.aspx?TermID=2034](http://www.fairwork.gov.au/Dictionary.aspx?TermID=2034)) can have a specific definition of what a shiftworker is, and what type of shifts they can work.

Find information about shiftworkers in your award by selecting from the list below.

Based on what you've told us, it looks like you're covered by the Manufacturing and Associated Industries and Occupations Award [MA000010].

The Manufacturing Award has different shiftworker provisions for vehicle manufacturing employees.

### Vehicle manufacturing employees

A vehicle manufacturing shiftworker can work the following shifts:

- afternoon shift - starts not later than 6:00pm
- night shift - starts after 6:00pm

An employee can be employed as a continuous shiftworker or a non-continuous shiftworker.

Continuous shiftwork is a system where shifts are continuously rostered 24 hours a day and rostered 5 or more days in a row without interruption, except for breakdowns and meal breaks.

### All other employees

All other shiftworkers can work the following shifts:

- afternoon shift - ends after 6pm and at or before midnight
- night shift - ends after midnight and at or before 8am

An employee can be employed as a continuous shiftworker or a non-continuous shiftworker.

Continuous shiftwork is a system where shifts are continuously rostered 24 hours a day and rostered 6 or more days in a row without interruption, except for:

- breakdowns
- meal breaks
- unavoidable causes beyond the control of the employer.

For more information on the:

- ordinary hours of work for shiftworkers, go to [Hours of work](http://www.fairwork.gov.au/Employee-entitlements/hours-of-work-breaks-and-rosters/Hours-of-work/default) ([www.fairwork.gov.au/Employee-entitlements/hours-of-work-breaks-and-rosters/Hours-of-work/default](http://www.fairwork.gov.au/Employee-entitlements/hours-of-work-breaks-and-rosters/Hours-of-work/default))
- meal and rest breaks for shiftworkers, go to [Breaks](http://www.fairwork.gov.au/Employee-entitlements/hours-of-work-breaks-and-rosters/breaks) ([www.fairwork.gov.au/Employee-entitlements/hours-of-work-breaks-and-rosters/breaks](http://www.fairwork.gov.au/Employee-entitlements/hours-of-work-breaks-and-rosters/breaks))
- overtime for shiftworkers, go to [When overtime applies](http://www.fairwork.gov.au/Employee-entitlements/hours-of-work-breaks-and-rosters/Hours-of-work/when-overtime-applies) ([www.fairwork.gov.au/Employee-entitlements/hours-of-work-breaks-and-rosters/Hours-of-work/when-overtime-applies](http://www.fairwork.gov.au/Employee-entitlements/hours-of-work-breaks-and-rosters/Hours-of-work/when-overtime-applies))
- shiftworker rates in this award, go to [Penalty rates and allowances](http://www.fairwork.gov.au/pay/penalty-rates-and-allowances/default) ([www.fairwork.gov.au/pay/penalty-rates-and-allowances/default](http://www.fairwork.gov.au/pay/penalty-rates-and-allowances/default))

Check the Manufacturing Award for all other shiftworker information.

To find out more about who this award applies to, go to the [Manufacturing Award summary](http://www.fairwork.gov.au/awards-and-agreements/awards/award-summary/ma000010-summary) ([www.fairwork.gov.au/awards-and-agreements/awards/award-summary/ma000010-summary](http://www.fairwork.gov.au/awards-and-agreements/awards/award-summary/ma000010-summary)) .

Source reference: [Manufacturing and Associated Industries and Occupations Award \[MA000010\] clause 17.3, 17.4, 33.2, 49.1 and 55.1](http://awardviewer.fwo.gov.au/award/show/MA000010) (<http://awardviewer.fwo.gov.au/award/show/MA000010>)

## Tools and resources

- [Find an agreement - Fair Work Commission \(https://www.fwc.gov.au/awards-and-agreements/agreements\)](https://www.fwc.gov.au/awards-and-agreements/agreements) 

## Related information

- [Penalty rates and allowances \(www.fairwork.gov.au/pay/penalty-rates-and-allowances/default\)](http://www.fairwork.gov.au/pay/penalty-rates-and-allowances/default)
- [Annual leave \(www.fairwork.gov.au/leave/annual-leave/default\)](http://www.fairwork.gov.au/leave/annual-leave/default)

## Help for small business

Find tools, resources and information you might need in our [Small business showcase \(www.fairwork.gov.au/small-business-showcase/default\)](http://www.fairwork.gov.au/small-business-showcase/default).

## Think a mistake might have been made?

Mistakes can happen. The best way to fix them usually starts with talking.

Check out our [Fixing a workplace problem \(www.fairwork.gov.au/workplace-problems/fixing-a-workplace-problem/default\)](http://www.fairwork.gov.au/workplace-problems/fixing-a-workplace-problem/default) section for practical advice on:

- figuring out if a mistake has been made
- talking to your employer or employee about fixing it
- getting help from us if you can't resolve it.

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### Contact us

Fair Work Online: [www.fairwork.gov.au](http://www.fairwork.gov.au)

Fair Work Infoline: 13 13 94

Need language help?

Contact the Translating and Interpreting Service (TIS) on 13 14 50

Hearing & speech assistance

Call through the National Relay Service (NRS):

For TTY: 13 36 77. Ask for the Fair Work Infoline 13 13 94

Speak & Listen: 1300 555 727. Ask for the Fair Work Infoline 13 13 94

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The Fair Work Ombudsman is committed to providing advice that you can rely on. The information contained on this website is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional. Visitors are warned that this site may inadvertently contain names or pictures of Aboriginal and Torres Strait Islander people who have recently died.