

## 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 Electrical, Electronic and Communications Contracting Award [MA000025].

A shiftworker 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 ([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 ([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 ([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 ([www.fairwork.gov.au/pay/penalty-rates-and-allowances/default](http://www.fairwork.gov.au/pay/penalty-rates-and-allowances/default))

Check the Electrical Award for all other shiftworker information.

To find out more about who this award applies to, go to the Electrical Award summary ([www.fairwork.gov.au/awards-and-agreements/awards/award-summary/ma000025-summary](http://www.fairwork.gov.au/awards-and-agreements/awards/award-summary/ma000025-summary)) .

Source reference: Electrical, Electronic and Communication Contracting Award [MA000025] clause 2.3, 13.1, 13.11 and 13.13 <sup>↗</sup>  
(<http://awardviewer.fwo.gov.au/award/show/MA000025>)

## Tools and resources

- Find an agreement - Fair Work Commission (<https://www.fwc.gov.au/awards-and-agreements/agreements>) <sup>↗</sup>

## 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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