

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 Road Transport and Distribution Award [MA000038].

An employee is a shiftworker when for at least 2 weeks they work:

- hours wholly or partly between 6.30pm and 8.30am on a daily basis or
- regular rotating periods, that doesn't include work performed by day workers.

A shiftworker can work one of the following shifts:

- a day shift - starts at or after 5.30am and ends at or before 6.30pm
- an afternoon shift - ends after 6.30pm and at or before 12.30am
- a night shift - ends after 12.30am and at or before 8.30am.

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)
- rosters for shiftworkers, go to [Rosters \(www.fairwork.gov.au/employee-entitlements/hours-of-work-breaks-and-rosters/rosters\)](http://www.fairwork.gov.au/employee-entitlements/hours-of-work-breaks-and-rosters/rosters)
- 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)

To find out more about who this award applies to, go to the [Road Transport Award summary \(www.fairwork.gov.au/awards-and-agreements/awards/award-summary/ma000038-summary\)](http://www.fairwork.gov.au/awards-and-agreements/awards/award-summary/ma000038-summary) .

Source reference: [Road Transport and Distribution Award \[MA000038\] clause 22 ²⁷ \(http://awardviewer.fwo.gov.au/award/show/MA000038\)](http://awardviewer.fwo.gov.au/award/show/MA000038)

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.

What to do next

- Search the [Fair Work Commission \(https://www.fwc.gov.au/awards-and-agreements/agreements\)](https://www.fwc.gov.au/awards-and-agreements/agreements) ²⁷ website for an agreement

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) .

You might also be interested in

- [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 for shiftworkers in Annual leave \(www.fairwork.gov.au/leave/annual-leave/default\)](http://www.fairwork.gov.au/leave/annual-leave/default)

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Contact us

Fair Work Online: 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

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.