

Daylight saving



Know YOUR Rights!



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We've answered some common questions we receive from members about daylight saving to help you understand how it affects your hours of work and pay, as well as what you can do to minimise its impact.



When is daylight saving?

Daylight saving time begins on the first Sunday in October at 2AM when clocks are put forward one hour. It ends on the first Sunday in April at 2AM (3AM daylight saving time) when clocks are put back one hour.



How should I be paid if I'm rostered on when daylight saving begins or ends?

Generally, employees are to be paid according to the start and finish times that appear on the clock. That means if they are rostered when daylight saving begins, they will be paid for one hour more than actually worked. If they are rostered when daylight saving ends, they will be paid one hour less than actually worked.

In the private sector, any relevant enterprise agreement should always be consulted in the first instance, otherwise the above approach will apply.



Why is it paid this way?

This approach is reflected in a decision of the Industrial Relations Commission of New South Wales in Court Session from 1971 and reflects the longstanding practice in the health sector. It is also consistent with the advice of the Fair Work Ombudsman applicable to workplaces throughout Australia.

Whilst the way these shifts are paid may not seem intuitive, it is certainly simpler from an administrative perspective and facilitates appropriate staffing coverage by adhering to the usual roster and without disturbing the contracted hours of employees.



How can I be compensated for the lost hour of pay?

Please note that while staff will be paid an hour short if they're rostered when daylight saving ends, there is an opportunity to gain an additional hour's pay when daylight saving begins. Employers should, as far as practicable, roster the same staff on for shifts that cover the commencement and conclusion of daylight saving. You should discuss this with your manager in advance of the roster being published.

While the employees rostered on at the commencement of daylight saving might not always be the same employees rostered on at the conclusion of daylight saving, it is anticipated that the gains and losses would approximately balance over the course of a nurse or midwife's career.



How should I be paid if I work overtime when daylight saving begins or ends?

In the private sector, overtime worked across the beginning or end of daylight saving will be paid according to the start and finish times that appear on the clock, in the same way described above for ordinary hours worked.

However, in its 1971 decision the Industrial Relations Commission determined that in the public health system, overtime should be paid according to the actual hours worked.

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