# Hours of work

The question posed:

Tell the inquiry how much say you get over the hours you work.

For example: Are you able to strike a fair balance between doing family friendly hours on the one hand, and earning enough money to get by on the other? Do you perform much unpaid overtime? If you are a casual, how much notice do you get of shifts? What issues do you take into account when accepting or refusing to do a shift?

| Line | Location | State | Response |
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| 41 | Banks | ACT | 64 hours, do not do over time not worth it due to the tax and the extra stress as usually it is when we are short staffed, usual unpaid work does occur at least twice a month |
| 293 | Banks | ACT | My part-time work hours are shift work and not family friendly. My casual employment is weekend work only. I can sometimes be called into work with only hours’ notice. |
| 231 | Garran | ACT | Work life balance is a joke. When you start work at 8am and go home at 5pm, 5 days per week, every week for 30 years you know that there is no such thing as work life balance. |
| 341 | Holder | ACT | Our rostered shifts allow for a good work life balance and the department is generally helpful in emergency situations. We always perform unpaid overtime. And there is never enough notice of changes of shifts or for casuals being called in. |
| 73 | Isabella Plains | ACT | Previously I have had problems with expectations of working unreasonably high hours in healthcare, but in my current position I am encouraged to work my paid hours. I work much less unpaid overtime that I have elsewhere. If there is project work to be done I am paid few additional hours - this was not true elsewhere. |
| 335 | Monash | ACT | I work business hours and do unpaid overtime to complete my daily tasks as necessary. This may at times be 1 to 2 times per week. |
| 270 | Page | ACT | As a part time person, I get a maximum of one weeks’ notice of the shifts for the week ahead. As such, I am always having to sacrifice social and family activities for work not just due to the lack of notice, but also because my employer expects me to sit by outside the meagre hours I am rostered ready to work in case of a break down/someone called in sick/etc. I quite regularly get 'broken' shifts which are 6 hours in total, but start at 730 am and finish at 730 pm, with six hours of 'standby' in between. This 'standby' is unpaid. |
| 308 |  |  | No fair balance. I work overtime every week. I get this accrued as TOIL but I never have time to take it. If I do take time off work there is no one to perform my duties whilst I am on leave which means I have so much to catch up on when I return. This means I only take very short periods of leave and this effects my children. |
| 45 | Arrawarra Headland | NSW | Teachers face an ever increasing workload...curriculum, professional learning, mandatory training, WH&S, community expectation, new policy etc. I work far more hours now than I did 5 years ago. |
| 100 | Avoca | NSW | I refuse to do unpaid overtime .I just won't do and consider it unAustralian to expect others to do it. Sometimes it’s just expected of you and of course that’s when people start to resent it. If it was a negation then that would be ok but quite often it’s not and the implication is you either do it or walk. Is that fair. Is that the type of Australia we want. Not me. |
| 413 | Balgowlah | NSW | So far, in my line of work I have managed my hours as I see fit to provide to my family however it mean to do with less (money)to be able to look after 3 children and hopefully be present enough to help with their schooling and assist them to be reliable citizen in the future. |
| 104 | Barden Ridge | NSW | We have no say, we are told if you don't do shift then take it or leave it, that's a threat. No overtime has been available for a long time. It is given to contractors as it is cheaper. |
| 287 | Bellingen | NSW | I have struggled to find work places that are truly family friendly. |
| 314 | Berry | NSW | My particular job is one which demands much of my time - I am paid for 35 hpw, but often work 50 hpw. I am only paid overtime for a small percentage of that - maybe one or two hours out of 15. This is typical of teachers (school and TAFE). There seems to be a growing expectation that people will be given more and more tasks and are expected to meet all goals, without any reference to what is possible in a set time. I think this is generally occurring throughout society. |
| 416 | Blackbutt | NSW | At the moment I work part time and then accept extra shifts when I am able to. Due to child care commitments I can usually only accept extra shifts at short notice during school hours. I usually try to do one or two extra shift per fortnight as my regular hours do not provide enough income to get by on. If I work some weekend shifts during the fortnight the penalty rates increase my pay to a liveable amount. |
| 354 | Blaxland | NSW | My hours are fairly fixed but my partners are quite variable in she works 7am til 5:30ish depending on the schedule for the day staying on time two days a week but she can be cancelled if the doctor is sick. |
| 106 | Bondi | NSW | I work a normal school day but am often required to work outside of standard hours at weekends and evenings for no pay and with no say over dates and times set in the calendar for school events. |
| 50 | Bossley Park | NSW | I work on a split shift roster, I do have time to do things however it can be a very long day. I am on leave for 4 weeks but ending out going to work for a week because of lack of staff and several handing their notice because of the way they were treated. I refuse to do a shift if management do not adhere to the fatigue law. |
| 184 | Bowen Mountain | NSW | My salary was dependant upon doing 45 hours per week, with Sundays and Mondays off, which worked well for me, and was reasonable. In the past though, I have worked for many employers that expect over 60 hours per week for the same money. They often make you sign a contract that virtually allows for any amount of hours with no overtime. |
| 14 | Camden South | NSW | I work a rotating roster. There's a bit of flexibility to request days off for family events, but someone has to work 24/7 and I can't avoid it. It's part of the job. |
| 98 | Campsie | NSW | I am currently under the threat of changes to the days that I work in order it see if this will improve my time efficiency. Really scary threat |
| 178 | Campsie | NSW | Current employer is good. Get fair notice and lots of time off. Due to medical restrictions. I cannot work more hours. |
| 116 | Carey Bay | NSW | Neo-liberalism should die quickly. We should be generating employment in worthwhile manufacturing industries, not in industries that just manipulate savings such as superannuation funds. Too many politicians do not understand the role and potential scope of a currency issuing government. It is ridiculous to base an economy on the export of natural assets such as fossil fuels and minerals. Fiscal space diagrams show that it is stupid, and I mean stupid, to aim for a budget surplus while there is a continuing Current Account deficit and underemployment. |
| 271 | Carss Park | NSW | I work a basic week. I don't get the opportunity to do any overtime or shift work. I get a great work-life balance but the opportunity for more money would be nice too. |
| 237 | Casula | NSW | At the moment my hours are good as I can balance work life and family life. I will get harder to do that when my youngest child gets older. Eventually you won’t have a choice in the hours you would like to work. |
| 55 | Caves Beach | NSW | As a former teacher I spent many nights and week-ends working - checking student reports/papers - preparing lessons etc. I saw that as part of my salary - and professional responsibility. But there were many over-and-aboves which I and my teaching colleagues performed which might properly have in other professional contexts attracted bonuses/extra considerations! (Excursions/Conference presentations/etc.) |
| 296 | Cessnock | NSW | With our current Supervisor and who was our previous company supervisor us P/T were advised up to 4pm the day before a shift we were treated as "on call" but without an on call pay rate. Now we get a roster on a Friday for the following week. Though some shifts and jobs are booked within 24 hours. |
| 448 | Chatswood | NSW | My wife and I are both nurses. Both of us do shift work. We have 2 children. The rostering is ridiculous. It makes it impossible with family time. The way the rosters are done is criminal. Once again because it's public health the managers get away with it. Without the union God help us. |
| 439 | Clarence | NSW | I am a casual and sometimes I know what my roster is at the beginning of the week, but often I will not know if I am working until the night before. Sometimes I am rostered onto shifts which are over 2 hours from my house, if I can't find a friend's house to stay at closer to the work site I am unable to work the shift. However it is often awkward or difficult to reject a shift on this basis. |
| 165 | Croudace Bay | NSW | I am happy with my current hours, though sometime I don't have enough hours to get everything done and this leads to a fair amount of stress. |
| 212 | Diamond Beach | NSW | Our working hours including flexi-time which I really enjoy having. Overtime isn't expected to be worked. Having time off for appointments and family is encouraged. |
| 317 | Dorrigo | NSW | When an employee has no leverage he has no choice but to comply with the demands of the employer. The employer makes the rules. It is as simple as that if one wishes to keep their job. |
| 66 | Dulwich Hill | NSW | My work hours are underpinned by a low level guarantee of 30 hours a fortnight. This means an expectation of between 30 and 39 hours. Cohort holidays can create temporary spikes but nothing is guaranteed. |
| 241 | Earlwood | NSW | Not so much these days as we are required to work more hours and the department is putting forward that our hours be extended for a pay increase, however, this is not really an increase as we are working more time for the same pay. My family is struggling at the moment. There is a freeze on Higher Duties as well as Overtime, thus making it harder to make a living. I would take the extra hours if they were offered but this isn't going to happen as the government is cutting back on all these things and providing a poor customer service to our clients. |
| 343 | East Hills | NSW | I try to do as much OT as I can. I also try to work the Sunday shift they offer once a month to help with paying my bills |
| 275 | East Kurrajong | NSW | My previous company was moderately good with balancing hours of work to family needs, however this tended to more be dependent on the kind of boss you had than any written conditions. If you were in the wrong team your work-life balance could be radically different from other people doing the same job. If work-life balance clashed in any way with the company line, work-life balance lost out. This is why I ended up having to travel 4 hours a day to a location deemed to be "my office" when the company I worked for has buildings in every town of every state in Australia, including several within 5 minutes of my residence. Moving residence to minimise travel was not viable, as the company moved offices regularly. In 26 years of employment I worked at 11 "permanent" locations, and dozens of temporary ones. At the end of my working life, working from home was an option grudgingly offered by management, however it was still subject to arbitrary restrictions on how often it could be participated in. Unpaid overtime was rife, I personally was routinely doing 4 to 5 hours a week without being paid. On one occasion I had worked several 7am to past-midnight shifts to repair a broken system, receiving only 8 hours of normal wages, and my team leader could not even get permission to give me acknowledgement in my performance evaluation because they had "reached their quota" of excellent evaluations. Although our company was making billions in profit, by restricting the budget to any given section of employees bosses could cry that they couldn't afford to pay overtime. I was occasionally offered time-in-lieu, but certainly not at the same rates that overtime would be paid at. The work environment was structured so that any performance measurement was contingent on getting more work done than could be performed in the allotted hours of work, and even then the budget was restricted to a point where only a very few people would be awarded with "above average" performance...so even acknowledgement from your team leader for good work was discouraged. |
| 398 | Eastern Creek | NSW | They can change your hours with 1 weeks notice.though now the union reckons fair work Australia has fixed this. Problem is I think it takes longer than 1 week to lodge a complaint at fair work. What happens in between I get the sack. |
| 385 | Erina | NSW | None on casual call-in, and often with 1 hours’ notice to work. |
| 276 | Erskineville | NSW | The most difficult is taking leave at the right times when kids are on holidays. Making travel The most difficult is taking leave at the right times when kids are on holidays. Making travel plans is stressful. |
| 310 | Forestville | NSW | I can usually control my hours. There are other influences that affect my hours. |
| 430 | Glenbrook | NSW | no and yes much unpaid overtime to finish paperwork, less client contact due to too much paperwork, stats etc |
| 421 | Goonellabah | NSW | I am my determinant (but not really!) If I don't maximise my superannuation potential now, while I'm fit and healthy, I won't have the same chance later. So I have to continue working bloody hard to maximise my chances! |
| 387 | Goulburn | NSW | My current hours are in the main family friendly but not necessarily 'stage of life' friendly. I would like the freedom of choice to opt to work from home if the work I am doing allows for this. If I choose this option however, the employer should still be required to pay for printing and telephone calls etc as if I am in the office. It is a reduction in overheads for the employer anyway, but there should not be a complete cost shifting to me so that it becomes too expensive for me to work from home. This can be achieved by still being able to access the office for these tasks. Another area of concern is the amount of additional work I am required to do without any reimbursement or time off in lieu. Over a year it would accumulate to at least 150 hours. I am generally told "it is swings and roundabouts"; but I find there are far too many swings and not enough roundabouts (i.e. it goes all the employers way and when you want the time back you can’t get it). This rests purely on goodwill and is not regulated in any way. I have little say over this as I just have to do the work when it needs to be done and I am worried if I don’t do it I will be made redundant. |
| 214 | Guerilla Bay | NSW | As an executive level officer, it was expected that you would take work home. I got sucked into this for a while because it was the real worker thing to do. It's crap. Even SES friends who still work in there have realised this. If you cannot do it between 8.30 and 4.51 then don't. You are not paid for it, your family suffers for the sake of your ego and the boss thinks you're a sucker and you are. At my current place of employment, I was able to refuse shifts any time I liked because I was not reliant on the job. This was not and still is not the case for the young people and permanent staff. |
| 236 | Gunnedah | NSW | 4 & 5 12hr shifts, take it or leave it! |
| 152 | Gymea | NSW | Very little. Each depot is given set job schedules which must be written into a master roster. The master roster is then written with consultation. However it can be changed without our consultation every fortnight for operational needs. The master is also changed on average twice a year. There is the provision to try & swap shifts with other workers before the fortnightly roster is released however there are so many conditions to prevent swaps it often doesn't work out. Predictably this results in people taking sick leave so as to attend social events, such as their children's birthday or to have a weekend for their wedding anniversary. Work life balance is very poor, most social events are on weekends, Friday nights or public holidays. |
| 404 | Gymea | NSW | I stay at work until my notes are written and I have safely handed over the care of my patients to the next nurse/midwife. Paid overtime is like hens teeth. |
| 352 | Hamilton | NSW | I have very little say in the hours that I work. I work for an agency and am only offered work when someone else is unable to attend the shift so my income fluctuates every week and this makes it very difficult to plan. It also reduces my discretionary spending which quite obviously impacts on theatres, cinemas, restaurants, cafes, clothing stores and the list goes on. |
| 260 | Hamilton North | NSW | Never say no to overtime when it was available on the weekends. |
| 57 | Hobartville | NSW | For some vocations the hours of work are being re-designed around a 'work from home' agreement. This may work for a minority but electricity workers, miners, bus drivers and the like are unable to work from home. Thus an unfair culture is being born. |
| 17 | Hornsby | NSW | There is no say in the hours my friends work, in general- absolutely no flexibility, unless they are academics. |
| 326 | Hornsby | NSW | Working a seven day rotating roster means I have a very poor work-life balance. I am entitled to two shift requests a month, which have NEVER been granted. It would be GREAT to have input in the way my eighty hour working fortnight is arranged - such as the option to work 10days/fortnight in eight hour shifts, or 8days/fortnight in 10 hour shifts, or 7days/fortnight in one 8 hour and six 12 hour shifts. |
| 138 | Kandos | NSW | Hell no. From full time to part time to save the company money........ |
| 34 | Kensington | NSW | I have suffered from workaholicism for many years and it is only due to a crises some years ago that I sought help to combat this illness. It is very easy in this industry to work 50 hour weeks and indeed in the past I have worked much longer hours than this. Being a workaholic is a badge of honour for some and there are a number of us working in my place of employment. |
| 300 | Kiama | NSW | There is a pressure to work constantly. Work you miss out on today may not be there tomorrow. Even as a full time employee I was required to monitor the internet and email so I would be able to respond to student enquiries during my annual leave in the Christmas period. I was also contacted by my line manager and asked to come into work during my annual leave to assist in the solving of a problem created by the implementation of SALM. These interruptions to my Christmas period had major impacts on my family life and caused a great deal of friction. |
| 288 | Killara | NSW | Typically work runs 15-30 mins late each shift. I do not claim this time. Online training or paperwork completed at home is not paid. I am very fortunate to be associated with a 24hr care household and, at present, earn sufficient to pay my way. A factor that affects my shifts is if I am unwell. Although I apply for leave at least three months in advance (I have plenty of leave hours), I do not always get it as it is difficult to find staff to cover my shifts. |
| 173 | Kingswood | NSW | The hours were great for me. |
| 16 | Kooringal | NSW | I'm lucky - I have a pretty good work/life balance and I don't need to take work home with me but there are many people that aren't so lucky. |
| 204 | Lake Heights | NSW | I work overtime every week at the moment, which is excellent as the penalty rates help with the cost of living. I am able to strike a fair balance currently between work and life, however I am concerned that this will soon change. Our hours have already been increased once without a sufficient pay increase, and in light of employees health and wellbeing, I would think making us work longer hours is just ridiculous. How can the government believe it is fair to have people working so hard, and not reward them, or even make it worth their time? Are we all that worthless? |
| 367 | Lake Illawarra | NSW | I do miss out on some family occasions due to the hrs I work but I need to work the hrs I do to get by. |
| 307 | Lavington | NSW | The hours are fairly family friendly, except for weekends where I'm unable to go to any social /family events. I need to work the Sundays at the higher rate so to make my earnings better. Always do work overtime for no pay. We are called in to work extra hours sometimes not given the right amount of notice and only paid at part time rates, we could turn it down but have to find someone else to take our place which makes you feel like you are a bad employee. |
| 13 | Legume | NSW | I do a standard 38 hour week Mon-Fri 7-3. |
| 70 | Leura | NSW | Yes I do perform unpaid overtime however my workplace is flexible in its treatment of the staff and I feel I need to be flexible to suit my workplace. |
| 285 | Lilyfield | NSW | My wife had almost no say over her working hours. |
| 378 | Lisarow | NSW | Night duty nurses do an average of 5 hours a week unpaid work. |
| 370 | Lugarno | NSW | I get a fair balance between doing family friendly hours on the one hand, and earning enough money to get by on the other. As my family is grown up I can work different hours but my employer does not offer them. Due to security issues I cannot perform unpaid overtime as building is closed and nature of work is confidential, but lately I have been doing unpaid research for my case work at home after hours because the system does not recognise that research is needed and time constraints are not taken into account. I have 2 sons with part time casual jobs and they are treated very badly in terms of notification and if they are unavailable when called. One has even been sent home on arrival without compensation. |
| 253 | Macquarie Hills | NSW | I have good control over my working hours. Shifts are posted well in advance and you can ask for particular days off if you request them well in advance. There is no unpaid overtime in my job. I sometimes do feel pressure to work additional shifts when I get called in - this is mostly because if you accept shifts when called, you are more likely to be called in the future etc |
| 213 | Maroubra | NSW | Due to medical issues brought about as a result of an extremely stressful workplace I requested with doctors approval and letter to be reduced to part time hours and was denied even though we have a casual team member for just such circumstances, as I was told HR would not allow it. |
| 22 | Moama | NSW | None. |
| 443 | Moree | NSW | As a Registered Nurse I do have a say in the number of days worked. I work half an hour overtime each day. I notice the Assistants in nursing's workload is physically demanding. They mostly all work ten days per fortnight. Often they finish a shift at 10.30pm and begin again at 6.30am. Some have large distances to travel. Time off between shifts needs to change to 10 hours not 8. Staff do not have much say. Some travel one hour for a five hour shift. |
| 108 | Moss Vale | NSW | My job contains no penalty rates but over recent years I find I am expected to do about double the paper work I used to do 5 or ten years ago but this is just expected on top of what I have always done. No extra time is provided in which to complete these tasks so I have to do it in my own time. |
| 124 | Moss Vale | NSW | When I was working in High Schools, I was always paid for the period from 8-30 to 3-30. However, I was often working longer for many reasons, including school meetings and staff development. Just to adequately prepare the next day's work took an hour. Often one didn't get a lunch break due to needing to speak to or supervise students. |
| 379 | Mount Annan | NSW | Our hours are regimented but reasonable or better than most as far as family friendly goes. |
| 347 | Mount Saint Thomas | NSW | With penalty rates intact I am happy with the current status quo regarding my work/life balance. |
| 69 | Narara | NSW | No like I said expectations are high but nothing in return if you refuse shift you are being questioned and given a hard time. |
| 115 | Narromine | NSW | Sometimes through the year get extra hours but not penalty rates just flat rate. |
| 205 | North Albury | NSW | I should be working 35 hours per week but I put in at least 45 hours per week. I work on weekends to ensure my students have the best possible educational outcome. and this is without management help |
| 447 | North Boambee Valley | NSW | Not as much as we were able to as the "HR person" has made life unbearable by reducing staffs hrs without notice, taking them off weekends without notice. We have a lot of senior staff leave as there is no discussion, they were told either you work your shifts provided or I can help you with your resignation. |
| 9 | North Curl Curl | NSW | I have no say at all about my work hours. They are at the whim daily of my employers. |
| 126 | North Nowra | NSW | We always work unpaid overtime, as handover time in the morning and at night are too short to give a precise report about the condition of the patients. Often we don't have time to take our meal breaks, and have to stay longer to finish paperwork or other uncompleted tasks which can't be left for the next shift. |
| 160 | Nowra | NSW | No. They're not family friendly. Bad rostering also. They tried to get me to do x5 days per week 7am - 7.45am doing personal care? Who is going to mind / have my 4 kids while I do that? I put my availability down for Monday Tuesday Thursday & Friday (Wednesday off) but I've worked EVERY Wednesday since returning to work. My mum looks after my little one & she works her but off as a night shift worker / packer (hardly gets sleep / enough) & lives off $50 per week for fuel & food because she's got bills / mortgage to pay.... I've been working 5 days per week & pretty much earn maybe $700 per fortnight (and do all the running around with my kids for school & sports also). |
| 381 | Nowra Hill | NSW | As a casual teacher I take what I can get in terms of hours. You really can't refuse a day of work or it's likely you won't get called back again. |
| 415 | Orange | NSW | I am fortunate I work to work 40 hours per week in staff health which c means I am not working with patients at this time of my working life. Instead I am working for and caring for staff. My nursing job is quite rare I am so so privileged to be able to walk out and leave the back log of work for another day. Nurses at the bedside cannot do this. I could not leave work on time for many years, I know the pressure nurses are under to stay and get the work done. Unpaid overtime on the wards is normal and expected. One does not dare ask to be paid. The only overtime nurse get paid for is that overtime previously arranged by nursing administration when a nurse replaces another on sick leave. . But the day to day hours and collective hours of overtime that nurses do before they can get off their shift is never counted. This is why it is so unfair for the government to want productivity changes . They want us to give up something to get a pay rise. Nurse already do half an hour to an hour routinely every day on top of paid hours. This is conveniently ignored. But no one who knows the hospital system could not say this occurs in every hospital and I have worked as a nurse in several hospitals and they are all the same busy busy places. |
| 425 | Parramatta | NSW | If the penalty rates go the minimal social life that I have (19 hours a fortnight to catch up with loved ones will be lost). |
| 274 | Port Macquarie | NSW | We have flexible work hours available at Council which allows a large amount of flexibility in the hours that I work. I am able to schedule my work to meet my personal needs. However the contracted hours are 35 per week and it is usual for senior staff such as myself to contribute significantly more than this. Most evenings I complete emails remotely and usually complete a 9 hour day. All additional work is unpaid. |
| 298 | Queen Victoria Building | NSW | Due to the nature of work, I can work the maximum safe hours of work and the only limit is the physical capacity to undertake the job and the safe working environment I have at work. Change in shifts are commonly given just about 24 hours’ notice. |
| 190 | Randwick | NSW | Yes I have a good work-life balance. |
| 329 | Raymond Terrace | NSW | 76 hours per week No say in the shift I get managers do rosters and You have to swap with co-workers or have sickies to juggle personal life with work hours. |
| 433 | Raymond Terrace | NSW | I work full time. I do most weekends. I still do night shifts and afternoon shifts. No- it's not family friendly. I am a single parent and my sons father does not contribute financially, and is overseas somewhere. When my son does not have me, he has no one. I struggle with this roster by roster. |
| 365 | Rhodes | NSW | Obviously, you compromise family/social/extra-curricular activities if you prioritise earning more money I.e. Working the graveyard or public holiday shifts. |
| 390 | Romarnie | NSW | I am fortunate to have a fixed roster, meaning I can organise my life around work most of the time. My fellow staff will swap shifts with each other when possible. I perform at least 8 hours of unpaid overtime each fortnight...a boon for my employer. I have worked as a casual and understand how disruptive it can be to be available at a moment's notice, trying to organise child care etc. I try to be understanding when finding staff to replace someone who has rung in sick, it can be very frustrating when people don't answer their phones or call back. |
| 153 | Ryde | NSW | I have contract hours which I'm obliged to complete and am often offered work beyond those hours, which I don't have to accept. Work can be offered literally hours before it's due to be done due to staff illness etc. If I'm available I'm happy to accept extra work. It supports clients and creates goodwill with the supervisors and colleagues. |
| 321 | Ryde | NSW | Overtime must be PAID. |
| 129 | Saumerez Ponds | NSW | At the present time I am working overtime by not being given release-time, but it is unrecognized and, therefore, I feel it is not sustainable over a long time. |
| 175 | Scone | NSW | As a senior employee, my hours extend well beyond the teaching hours. I am first to arrive each day and usually last to leave each evening. I work in excess of 10 hours each day, and some evenings are spent at meetings e.g. P&C, Local School Management team meetings |
| 191 | Somerton | NSW | sometimes yes and sometimes no but when you do have something to do on a Saturday it’s no you have to work because it is in your EA that we never got to have a say about they expect us all to do everything for nothing anywhere from 10 minutes a day to half an hour and as soon someone writes down that they did 15 minutes overtime they start complaining. |
| 434 | Springfield | NSW | We have "self rostering" that means you put in your wish roster and may get 25% of that. I work 7 shifts a fortnight. I try and balance it throughout the fortnight but end up with 5 in one week and 2 in the next. So not a lot of say really. I get called to do extra shifts almost weekly. I get asked to do short call double shifts. There is definitely a guilt factor involved when being asked to work longer or extras. I take into account my colleagues and what is happening in the unit. Often there is the comment made "there just isn't anyone else" Due to constant asking I have actually become much better at saying No. There is rarely a week goes by when I do not work unpaid over time. Almost seems to be the cultural "norm" these days. |
| 435 | Springfield | NSW | I am under employed and punished when I can't do a short call shift by being reduced to one shift or no shifts |
| 198 | Springwood | NSW | Yes my balance is fine. I was able to reduce to 4 days a week giving me time for friends or personal business and now time to look after my grandson. Overtime is not available but I do not want to work overtime. |
| 408 | St Clair | NSW | There is no fair balance when I have to do shift work to get penalty rates as I am at work when the rest of the family are at home and vice versa. We see each other about three days per week. |
| 185 | St Marys | NSW | I do work extra hours unpaid. |
| 80 | Sydney | NSW | It depends ...I work whenever I can ...never say no. |
| 419 | Sydney | NSW | I am contracted for 40 hours per week, although I often work 6-12 hours overtime each Fortnight- which is unpaid and I don't recoup "time in lei". |
| 340 | Tabulam | NSW | Full time can choose four a fortnight rest set/ self-rostering but not that flexible. |
| 130 | Tallong | NSW | I accept all of the work that I am given but am at the mercy of my employers as far as the number of days that I get. When on contract and managing my own classes there is always a lot of work that I do on my own time. |
| 222 | Tolland | NSW | I work weekends and sometimes it is not possible to attend my children’s sporting activities. |
| 342 | Toorooka | NSW | As mentioned I am only able to do afternoon shifts, therefore I make myself available for shifts 6 days a week most of the time. This is so I can get enough income to cover my bills. I rarely actually work 6 shifts but accept all that are offered to make ends meet, because next week there might only be 2 or 3 shifts available. Sometimes I am actually rostered in advance but usually I am rung on the day with barely time to arrive before I am supposed to start. The staff are aware of how long it will take me to get there but sometimes people call in sick at short notice. There is also a policy on some wards of trying to replace staff with a permanent part timer rather than a casual employee so I am sometimes the last one called. Also as a casual employee my shift can be cancelled with only an hours’ notice (by which time I am half way to work) or I can be sent home after only 4 hours work if patient numbers drop due to discharges. |
| 227 | Urunga | NSW | I used to have very little say over the hours I worked and that resulted in poor health, depression and relationship strain. I changed roles and took more control of the hours I worked by saying no to unpaid overtime. I will not be threatened anymore by more employer, if they want the work done, fine they can pay for it. There is a high expectation of doing everything for nothing the organisation I work for and I and many colleagues have suffered physically, mentally and this has been passed on to our families. Not productive at all. You have to be prepared to be treated poorly if you say no to doing the work. |
| 332 | Vacy | NSW | Myself, I have a set roster of work. So when I need to plan things we do so around my shifts. This doesn't help though when we are invited to attend something some else is arranging. Many times we have had to decline invitations, and there will be many more into the future I am sure. As for unpaid overtime, I have done some in the past. With some being given back to me as time in lieu rather than payment. However, my wife over the years has done countless hours of unpaid overtime. While her employer at the time was very grateful it was not even enough to save her when the new company took over the business. |
| 337 | Vauluse | NSW | Some people I work with do more than 20 hours unpaid overtime per week. I would do about 10. |
| 333 | Verona | NSW | Yes |
| 264 | Wagga Wagga | NSW | n/a I am full time with overtime there if I want it. |
| 295 | Wallsend | NSW | Not at all 24/7/365 my job and my boss has no heart at all when needing help at home she says suck it up and get on with the job you whinger just not human at all. |
| 325 | Warrawong | NSW | Yes time in lieu is always over 30Hrs per month. |
| 187 | Waterfall | NSW | I have had to work shift work most of my life, just to keep my head above water. I have worked 2 jobs most of my life and have had to work the more penalty hours in sufferance to my family. |
| 146 | Wattamondara | NSW | I had to work away from home 5 days out of 7 to live there is no home life and the kids suffered because of the conditions of my employment |
| 436 | Wattle Grove | NSW | The rostering has been pretty fair. Obviously I can't work and study at the exact same time. But the balance has been pretty stable. I get paid the correct amount that I work. |
| 112 | Wentworth Falls | NSW | I do unpaid overtime. From calls and remote access at home to an hour or two here and there. There is no option. |
| 401 | Wentworthville | NSW | It’s pretty much do what is required or you won't be hired. |
| 323 | Whalan | NSW | No too bad |
| 239 | Wingham | NSW | As a casual I have no say in how many hours or when I work. I get about one hours’ notice usually when I am required to work. We are required to arrive a bit before time to read all the toolbox paperwork, including all the toolboxes missed in the last fortnight when we were not working. This reading is usually done with the 2IC tapping her foot for us to hurry up and get on the floor with the service users. If we forget to sign the toolbox to say we have read it we are given a file note and threatened with job loss. Usually we finish 15 or twenty minutes after our official finish time. I once finished on time and received a harsh words and a meeting the next day advising that if I have to pick up grandchildren, I maybe should consider working less to make sure I can cope with it. I am a very fit, health 61 year old and fully capable of doing this job really well. But perceptions of my age can create stereotypical responses from poorly trained managers in positions they feel unprepared for. This lack of management expertise is a major issue with welfare workplaces in particular dealing with the stresses of change, like the NDIS and an ageing population in the workforce. |
| 249 | Wollongong | NSW | Standard roster for industry. Lots of night and weekend shifts. |
| 301 | Wollongong | NSW | I am fortunate in the fact that I am only expected to work my full time hours of 7 and a half hours 5 days per week however in the current climate it would not be possible to access part time hours due to business needs. |
| 172 | Woodburn | NSW | On average I would spend 2 days a week performing unpaid work just to stay on top of my workload. I do not refuse work when it is offered or it may not be offered again. Sometimes this causes me a lot of stress and anxiety. Not a pleasant way to live. Occasionally I am given 2 hours’ notice that I am needed to cover for a colleague who cannot make it to work. On a good day I receive 24 hours or more notice. |
| 411 | Woodburn | NSW | We work a set rotating roster over a 6 week period. There is considerable to extreme non-negotiable forced overtime. You are expected spend 15-30 minutes of your own time every shift in unpaid overtime. |
| 60 | Woy Woy | NSW | Not concerned with earning much money, I go out of my way to accommodate fellow colleagues with their shifts, I am a saint in comparison with some people! |
| 39 | Casuarina | NT | Working hours are set and clear in government job. Some unpaid work is expected in private employment. |
| 201 | Herbert | NT | Yes I have a fair balance at the moment. |
| 202 | Nhulunbuy | NT | We recently had a Tropical Cyclone go past and all the staff of my office worked extra to serve the public. We were told there is no money for overtime, but we worked anyway. Because of a sense of public service. Normal work rosters are decided in head office and although it is said they can be varied, in practice they are not. Start times of shifts are decided by the employer, days off are decided by the employer, and overtime worked, if any, is decided by the employer. Unless an emergency occurs in which case free overtime is decided to be provided by us, the workers. Do we get a say in whether overtime payments are made or not? No. I suppose we could have withheld our labour, but that would put the community at risk. Caught between a rock and a hard place. |
| 336 | Tiwi | NT | This is not a problem and overtime is not an option. |
| 412 | Acacia Ridge | QLD | I was casual called in about an hour before. Not really as I am a sole parent I have to work every second week end. Or I would not survive. But it is not fair one child. |
| 377 | Albany Creek | QLD | We all work every second weekend and night shift when required, weekly roster includes early and late shifts and public holidays. Will always put up my hand for overtime, children are now leaving school, feels like I have missed their growing up, nil holiday taken in 4 years as trying to improve work skills and getting degree. |
| 328 | Alliingham | QLD | Even though I was employed to work a 12hr day I would say 50% of the time it was extended to a 16 hr day with no extra payment, as I was told by the office that the skipper would be monitoring hours so this would not be happening. ( which is why I kept my own diary) |
| 193 | Annerley | QLD | Working afternoon and into the evening and also doing nite shifts - means that I miss out on spending quality time with my children. I get these shifts as they are the least desirable and these are the ones that get offered to me... unpaid overtime is done because it has to be prearranged and when extra paperwork has to be done there is no time to ask for the extra time - and its unprofessional not to do the work properly and paperwork about what I have done is not something that can be handed on to the next shift and when you have to give hand over three times in 15minutes - it’s not possible so it takes an extra 30 to 45mins to do each time. |
| 318 | Ashgrove | QLD | Fortunately, the hours I work are flexible. |
| 18 | Ashmore | QLD | It’s called LIFE. |
| 8 | Balmoral Ridge | QLD | My work hours are great and I would dislike any future changes. |
| 12 | Bargara | QLD | My wife often works over her hours, not always gets overtime.. in fact employer encourages TOIL but being able to take this depends on staffing levels. However as these staffing levels are constantly low it is less likely that management will agree to TOIL when requested. |
| 181 | Brackenridge | QLD | fixed hours, though as need arises am able to work extra....which is often as staffing is an issue...unpaid work is an issue in the workplace many give their time without pay as they feel obliged, due to disorganized work schedules. if I do accept extra shift, considerations include...length of days worked, family commitments, recreational time, finances...and simply just looking after myself first...the workplace is not capable of doing this. |
| 113 | Bray Park | QLD | Most of the jobs I see advertised are part time or casual. Definitely not enough to live on, let alone get a mortgage. Owning your own home is impossible for many workers. |
| 383 | Brighton | QLD | My husband and I both have full time employment and we are lucky that any overtime or additional shifts is paid with full penalty rates. This is always an incentive to take on additional work when requested and makes us very productive. |
| 25 | Brisbane | QLD | Yes, higher reward from penalties when we are working means that we can take other time off to spend time with our family |
| 420 | Brisbane | QLD | DON’T do shift work. |
| 356 | Browns Plains | QLD | I am a shift worker so I don't have any convenient time for my family or myself. Every time there is a party in our family I would be at work fantasizing the BBQ. While others who work less gets more money, like management for example. |
| 445 | Bundaberg | QLD | In recent times (with my wife's illness) I've been forced to make choices about work and family time. It has not been an easy decision but the decision to take time to support my wife has not been met with expected support from management. Pressure is being placed (though slight) on me to return to work. |
| 427 | Burpengary | QLD | As a public servant I was able to strike a fair balance between work and Family. However it was only centralised rules that enabled this to happen. Local managers resisted this in some cases. Since leaving public service I would say I have seen half a dozen cases of employees whose managers were positively hostile to any flexibility. Education is not the answer regulation is needed. |
| 61 | Capalaba | QLD | I work unrecognised hours for work that so far works for me. I work 8.25hrs per day that gives me 1hr flextime per day. My official work time is from 6am to 14.45 pm but I start at 5.30am have no 30 min lunch and leave at 13.45pm. Because of this unrecognised arrangement I answer my phone when after hours, on sick leave, annual leave and long service leave, so who's the looser ??? This suits my family friendly hours, but would like it officially recognised as a part of my needs. This works for me, |
| 272 | Carina Heights | QLD | Yes, I often work more hours then what I get paid for. This is to try and keep up with the volume of work I have due to the budget/staffing cuts! It is difficult to have a pleasant, relaxing work life balance when home time is spent worrying about how much work there is still to do. |
| 125 | Carrara | QLD | I work 4 standard 10 hour day per week making up my base 40 hours. On top of this I work 3 or 4 hours overtime. I leave home at 450am and get home at 5 to 630 pm. I usually get home tired and stressed. |
| 230 | Carrara | QLD | I believe paying casuals is not the answer, FT staff who are fully trained and working their 38 hrs get less than someone who has been in the dept for 4 months if they work 40 hrs and do not know as much as FT staff. |
| 277 | Carrara | QLD | As a single parent I would like to cut my hours down to about 25-30 hours a week so that I can spend more quality time with my children. However, I simply can't do that and make ends meet at the same time so it's a constant struggle to get the work/life/family commitments balance correct. Sometimes I knock back shifts because of my family commitments and my last employer penalised me for this and hardly gave me any work. Unless you say "YES" all the time companies penalise you for saying no and don't offer you any work. Companies seem to forget that being CASUAL should be a two way street and it is the companies employing you on a casual basis yet they expect you to be at their beck and call like a permanent employee and penalise you if you aren't. It's not fair. |
| 220 | Coombabah | QLD | Working for a small/medium business your hands are tied ... you do as they say or else ... Wish there was a union to turn to, my boss might have been fairer. Instead he expected we work extra hours without pay. |
| 194 | Cornubia | QLD | I work at least 50 hours per week and 12 of these are unpaid. Since I am my family's sole bread-winner, I must do this work in order to have a chance of keeping my job and supporting them. |
| 339 | Cornubia | QLD | We get zero input to the hours of work. |
| 54 | Crows Nest | QLD | I have to accept all shift offers as I am afraid of dismissal if I refuse. I have to do night shift because of this on a regular basis. |
| 384 | Currumbin Valley | QLD | Some say over hours worked as I am casual, but it would not be wise to refuse work when I am required. |
| 11 | Daisy Hill | QLD | Don't think working Saturdays or Sundays is family friendly since that's the only time I catch up with my kids. |
| 4 | Eight Mile Plains | QLD | Always work extra time for no pay |
| 46 | Eumundi | QLD | Yes I can squeeze my week to four working days but still have a lot of travel time in my time. |
| 157 | Forest Lake | QLD | I have enough notice in regards to my shifts. I never did not refuse to do any shift. |
| 266 | Herston | QLD | We are able either to be paid overtime for additional hours or to earn time-off in lieu of overtime (at over time rates eg time and a half). We are also able to access flex time for important appointments, family emergencies etc We are under no illusion that these conditions are under constant threat and that we have to stand firm to maintain our decent conditions. |
| 154 | Highgate Hill | QLD | I do miss out on some family occasions due to the hrs I work but I need to work the hrs I do to get by. |
| 280 | Highgate Hill | QLD | Construction Industry in general is a daylight hours industry, so in general I know what my hours will be. |
| 26 | Holland Park | QLD | 80 -90 hours per week, to put food on the table and pay the effing tax bill. |
| 149 | Holloways Beach | QLD | I can request certain days I want to work. However I have to work 24/7 and can’t choose not to work certain shifts. This makes family life and relaxation very hard. |
| 359 | Ingham | QLD | Where I work I have to do 3 eight hour sleep-over shifts a fortnight we never get 8 hours sleep and then we have to work a 10 hour shift before and after the sleep-over shift, the allowance we get paid for this sleep-over shift is a lousy $52. |
| 247 | Kalynda Chase | QLD | Again in the section I work in, it depends who you are as to whether or not you can work family friendly hours. We are not allowed to do paid overtime, we have to claim time-in-lieu and then fight to get the time off at a later date. |
| 27 | Kawana | QLD | No say. |
| 410 | Kelso | QLD | Company employment policy is currently that overtime is a must to be considered for employment. The times of overtime available are at the discretion of the employer and is not compulsory despite having the clause in the terms of employment. Employment and payment conditions are based on the ancient process whereby it was difficult for time keepers to work out wagers payments so a penalty of 30 minutes was imposed on workers being 5 minutes late, clocking off 3 minutes early unpaid overtime is still be employed by these outdated accounting policies as all wages are paid by the minute calculated by a computer process. As a result unpaid overtime is a valuable but illegal income resource for the company. Casual workers by definition are casual have to be notified of the next work period prior to end of shift but this condition is not being adhered to by labour hire companies, so shift times notifications are short and mostly not being met by casual workers. There is a legal requirement for breaks between shifts but many companies override this requirement and include the travel time in the break time (Mining companies are the most involved in this practice where a shift ends but the time taken by the workers travelling to accommodation cuts into the actual break time allowed.) |
| 418 | Kelso | QLD | Under the DECA I am able to have a good work/life balance. This is certainly a balance I would like to keep due to our family responsibilities. All flex time is agreed between myself and my supervisor and mostly the time off is able to be accommodated. |
| 262 | Keperra | QLD | As I am a casual worker, I take whatever shifts I can. I have worked for my employer for two years and have developed a relationship with my supervisors that enables me to approach them and negotiate hours that are suitable. I accept the need to compromise and I mostly get what I want. I usually receive about two weeks’ notice of shifts. I usually accept shifts because I have no guarantee that I will always get the number of hours that I want in following weeks. |
| 299 | Kirwan | QLD | To be fair, I am able to work the times I want inside the standard day. However I have so much work, I find myself increasing having to work longer days and through lunch hours. I am not one of these people who can say bugger it and just not reply or complete tasks. I like to see things out in a suitable time frame. This is probably why I can't really believe the 'Productivity' offer being given. I not sure if I am able to do more work a day, when I get home, most days I am mentally exhausted. |
| 394 | Leichhardt | QLD | I work an 80 fortnight, on a rotating roster. I have a great 12hr flexible roster. It gives me a decent break between shifts and believe me in my role you need the time away. With that I can recuperate, spend time with my family and prepare myself to perform at my best for my role. |
| 200 | Malanda | QLD | We have very little say in when we work. Although as a reliable worker they do allow me to take time off if the kids are sick or need me but if it happens too often the hours drop off again and you have to prove to them your reliability again. So anyone whose kids get sick too often soon gets very little work. |
| 215 | Maryborough | QLD | There is a bit of give and take at my workplace as long as I fulfil my responsibilities. Many of my colleges, including myself, do much unpaid work because of their value of duty of care to their students. This happens after hours at work, at night, on many weekends and even on holidays. |
| 169 | Mcdowall | QLD | I work from morning til 10.30 at night with breaks in the middle and work when I am told with no choice. |
| 373 | Mcdowall | QLD | Very little say, New management as this antiquated idea that all nurses wish to work full-time. Rosters are often a shambles, too many shifts are filled by casual or agency nurses. The workload almost doubles for the regular staff like myself as we pick up what is ignored by the casual or agency staff. I try to support the younger nurses but at my age I am getting tired of heavy workloads, unsupportive management and too many casual workers. |
| 21 | Moranbah | QLD | I have little say how many hours I work. I work whatever is available. Some weeks this is little as 6 hours per week, other weeks I manage 40 hours. |
| 218 | Mt Gravatt East | QLD | she does plenty of unpaid overtime because she is full time she is the one expected to stay back and get the practice ready for the next day so yes she is quite often left on her own to finish up. |
| 189 | Mudgeeraba | QLD | Each week i do over time because in the childcare industry a finishing time is just a guide to when your shift will end. The company only pays 37.5 hours anything over is taken as time in lieu. The time in lieu must be taken within two weeks or you lose it. I always have time in leiu hours which are lost as there is never time to take them. It's just tough luck. If casual you can be expecting to be working a full day but sent home after 2 hours. If this happens a couple of times per week or no shifts at all how do you survive on no income. My husband has been classed as casual worker even though he had worked for the same company for same company full time for over 12 months. That company has every one on casual except management. |
| 234 | Oakenden | QLD | The hours of work are usually negotiated within the EBA process. Rosters are also negotiated through the same process. Employees really only get a say on these matters when the EBA is negotiated, usually every 3 years. For those on Individual Contracts I would imagine that these issues are reviewed every year upon your performance review. Most workers would be on a Yearly Salary and therefore do not get paid overtime. I have in the past had meetings with management about working Unpaid Overtime and always told it is part of your Salary Package. |
| 58 | Oxley | QLD | I am absolutely unable to strike a decent work-life balance - I have tried and tried to do so, but cannot get through 2 people's jobs (and do this well) in a standard working week. I regularly perform a great deal of unpaid overtime, and this isn't even recorded on my timesheets because I fear I will be reprimanded or fired for doing so, even though it is a well known fact that I do this overtime. I just want to get my work done - I take pride in my work and I want to perform to the best of my abilities. I don't want dissatisfied clients or managers. I therefore struggle to maintain a decent family and home life balance as I work so much overtime and I don't have time to exercise, see friends, pursue hobbies, etc. when working excessive hours. I am also not physically capable of keeping up this level of overtime for extended periods due to health reasons and burn out. This has happened to me multiple times over the years and it has caused major issues in my jobs. But I've had no choice but to work the overtime and burn out in order to support myself and keep these jobs and in my experience there aren't too many jobs out there where management doesn't give workers excessive workloads that are almost unmanageable. |
| 268 | Portsmith | QLD | My line manager is very understanding and flexible and tries to assist with work life balance |
| 292 | Redland Bay | QLD | No there is no fair balance for family time with doing shiftwork. Sometimes you have to do extra shifts just to pay unexpected or household repairs. |
| 405 | Redland Bay | QLD | Currently I have worked out a work life balance by working later hours. I have to plan 2 months ahead as the hours are locked. I don't find this to be a problem. |
| 441 | Rochedale South | QLD | My grandson works to a roster which on paper is quite fair. In reality, it is impossible to follow because insufficient staff are employed to do the work. Long working hours affect all aspects of the family and set up a resentment against the employer which is counter productive. |
| 330 | Sadliers Crossing | QLD | I was able to negotiate part-time work when my father was elderly and needing more support. Other teachers have much more difficulty negotiating part-time work because it makes timetabling more complicated. |
| 389 | Sandgate | QLD | When working, none. Now, none. I supposedly had flex time as a tax office employee, but I was pretty low on the totem pole so didn't get treated fairly. |
| 103 | Springwood | QLD | As a contractor / temp, I am paid for the hours I work. However, whenever I have worked in permanent roles, I have often worked many additional hours for no extra pay. Bosses will often come out to me at home time with work that must be done and sent out today, and I then do the work whilst they go home. |
| 263 | Stafford | QLD | I am of Casual employment and I get paid per hour. The most I've done in a week is 24 hrs and I average around 19 hrs a week. Without penalty rates I would seriously be better off in the unemployment line |
| 163 | Stretton | QLD | In the building industry, unpaid overtime is unfortunately and sadly something that occurs on a weekly basis. Because there were job shortages and scarcity of work, there was an expectation to take on more and more work load in order to keep business afloat. When deadlines approach the hours can be taxing, which makes me want to advocate for an increased minimum wage as it a high pressure industry, which as a result makes you have to spend more money and time on stress relief and health related activities to alleviate and balance this. Family friendly hours and flexibility in working hours could definitely be better received in the private sector of architecture - it's something I feel that would be exceptionally well received if it were offered by employers. It would also boost productivity immensely! It's something that I know improves my productivity astronomically; when I am offered some freedom and flexibility in hours and the way I work. |
| 76 | Sunnybank Hills | QLD | I value my family time however because of my wage and my study I'm required to work on the weekends. This has meant that for over a year I miss out on essentially all the activities I used to do on the weekends plus can't meet with friends. I also work at nights which means that I sleep in quite late the next day. |
| 351 | Sunshine Beach | QLD | When I was a head or executive chef I literally worked 100 hours a week mostly starting at 7.30 am and working through till 8.00 pm if not later if I got 2 days off in a row in the middle of the week I thought I was lucky, my mobile phone was on all the time it was common place for staff to call in sick in the early hours of the morning or late at night. When I was casual usually if the roster was a week ahead you were lucky. |
| 400 | Tewantin | QLD | Rarely do I strike a fair balance between work and family life. Those that are familiar with the working hours of Education personnel know that more often than not that work does not cease at the end of a school day. |
| 156 | Tin Can Bay | QLD | In construction you know the hours required to work and have to accept this or you don’t get a job. |
| 417 | Townsville | QLD | l am lucky as l do not have small children so l am more flexible. But for the other nurses l work with l don't know how they do it |
| 252 | Urangan | QLD | No Holidays at all....I have had "one" holiday with family in 15 years and that was a 4x4 trip with all my grown up children to Fraser Island, which is a 15 kilometre drive from home.....Only because the kids paid their own way. |
| 88 | Wakerley | QLD | The hours of pay remain the same however the fast paced changes to life style of technology has resulted in increase work loads and an expectation of you should be able to cope because we just spent a million dollars on a systems upgrade and the $6000000 consultant to tell you that you can do better for the share holder. |
| 348 | Warwick | QLD | I am a permanent and I do get a 38hrs per week. However the casual can get anything from 4 to 25 hrs per week, there is no notice of shifts for the week and the company have no consideration for start times (a work could start a 4am one day and then 10am the next day). |
| 256 | Withcott | QLD | Issues I take into account when accepting a shift is if it is fair to other colleagues as sometimes you have to swap to try and help people as you may need that in return sometime, especially when shifts have to be covered. This can depend on the person in the charge position if they are fair and equitable. |
| 248 | Wolvi | QLD | Never refuse a shift - need the money. Work like slaves - 40+ hours a week over days & evenings - to receive the same wage I was getting when I was 21! My son earns more money than I do! |
| 357 | Wyreema | QLD | I normally work about 38 hours per week and normally don’t get too much say on the roster that I have to work. |
| 361 | Yeerongpilly | QLD | Healthcare workers, police, prison employees, and emergency service workers are disproportionately disadvantaged by the toll that shift work takes on them. Unpaid overtime is rampant. Meal breaks in some areas are non-existent. Those who wish to work part-time are often pressured by management into working on their days off to fill deficient rosters and cover sick leave. Short notice of these shifts can create havoc with childcare arrangements. Many informal childcare networks (e.g. grandparents and other family members) become overstretched. |
| 242 | Encounter Bay | SA | Within both industries in which my sons work there is no negotiation of work hours. |
| 49 | Enfield | SA | I work long hours Monday to Friday but rarely work weekends so I have time for the family then. |
| 38 | Hawthorn | SA | Our work hours have increased 3 times in the past 2 agreements. It's ongoing and eats into work life balance. It used to be that work life balance and flex leave were true allowances for staff. Now they are little more than Orwellian words designed to give the impression of flexibility whilst allowing none. I have to roster my daily hours 3 months in advice, my days off 3 months in advance and my holidays 3 months in advance. If I have a roster and my niece is born not on my day off, I can't go be there. The flexibility that is meant to be in place is not and it yields stifling quality of work and productivity. |
| 315 | Huntfield Heights | SA | I have a set amount of hours per week & in a lucky position to do another workers shift so he can be with his family detrimental to his finances. |
| 414 | Macclesfield | SA | I am lucky to have my rostered shifts, but many of my colleagues who are casual either don't get many shits allocated or have them cancelled 3-4 before they are due to start. |
| 273 | Modbury Heights | SA | Working 6 days on, 3 days off, most break time is spent adjusting to the fatigue of night shift. When others get a weekend off, I cannot guarantee I will be free at the same time. Being on a fixed salary, all overtime is effectively unpaid. |
| 209 | Morphett Vale | SA | It’s hard to tell how much I get paid as it changes. From one fortnight $1400 to another fortnight $1800 but I am working long hours for this. I see more of my work colleagues than I see my family. I am always too tired to do anything with my family. If I ever get offered an extra shift I usually turn it down because I want to spend time with my family and when I do turn it down, I may not get asked again for a month or 2 as I am classified as unreliable. |
| 166 | Newton | SA | The problem is that travel is a part of my work and no one wants to countenance this. Nor do they want to compensate us for expenses. The demands upon us only increase - they want us to pay for parking at hospitals, we are sent to jobs, booked for 2 hours by hospitals with full car-parks and where street parking is limited to two hours. In the end, we need time to get to and from the car and we are expected to pay the fines. There is no other parking. When this happens, I end up out of pocket and not paid at all for my services. We are itinerant workers. Our hours are haphazard and we don't really get paid by the hour. We bear all our expenses. I work long hours, but not always every day and clear, after expenses, about $20,000. I don't pay tax. |
| 30 | Oakden | SA | Shift workers deserve higher wages due to the terrible impost upon the lives of their families of those hours. |
| 254 | Parkside | SA | I work a rotating fixed roster. If I need a day off, I have to request it. Depending upon the needs of the organisation as to whether you succeed. Casuals employed so I don't work overtime. |
| 449 | Port Pirie | SA | I work 4 days a week so can find a good balance between work and home life. Luckily my position does not require too much work outside normal hours but I know of many classroom teachers who spend hours and hours outside of school time doing work. |
| 83 | Sailsbury Park | SA | Sore point, part time workers and casuals are exploited heavily. IE many people are given hours that do not reflect the true hours to do the job, but overtime does not start until you have worked fulltime hours. Again as we don't have a real say in the content of the EBA we can't get this changed. |
| 267 | West Richmond | SA | I regularly work up to 50 hours a week. I usually prepare and mark work at home as being a teacher / counsellor I get very little uninterrupted time at work to do these things. I regularly work from 8.30am to 5.30pm at school and then work several evenings at home. I often hear students complaining about the hours they work and that they are called in at short notice. Some students are working very long hours and for financial reasons feel they have to work as much as possible, despite the negative effects this has on their studies and long term employment prospects. As they get older their hours are often reduced so that the retail / fast food businesses can employ younger, cheaper staff. |
| 324 | Crabtree | TAS | I only get paid for 8 hours if I'm in the middle of doing personal care (e.g. showering) with someone and my shift finishes and I choose to finish because I can't leave a resident naked sitting in a bathroom then that's my choice and they don't have to pay me overtime. On the other hand if the showering was deemed necessary at that time and I didn't do it I get hauled over the coals for duty of care. In all aged care facilities you have service workers (cleaners, laundry and kitchen staff) who come in up to an hour earlier so than can get all their work done. If they don't get the work done they get into trouble. As management says it's they're choice to come in early. |
| 107 | Goodwood | TAS | I have worked for this company for 27 years and by god they owe me heaps as far as unpaid overtime and no breaks. I start work at 9am which is half hr early and run all day no breaks I’m to knock off at 5.30pm but rarely get away till 5.45 pm or later. |
| 362 | Kingston | TAS | Unpaid overtime occurs frequently in the nursing profession. It might be only 15-20 mins per shift but this certainly adds up for all the times it happens & no. of nurses doing this. It is a 'chore' to fill out additional paperwork and get this approved for O/T so mostly it is don for free. |
| 312 | Launceston | TAS | Working hours should be kept at the forty hours a week maximum without penalties etc, unless being forced to work weekends when family time is a consideration. All people have the right to be able to secure adequate employment/work hours for maintaining their survival and to keep their already accrued living costs under control. Employers or governments should not be producing circumstances which cause people to leave their homes and to sacrifice essential living requirements. Shifts should be done with the needs of the employee being first consideration. Shifts shouldn't be governed by the need to eliminate workers entitlements and rights. We live in a time where the rights of the individual/employee in the workplace should be a matter of respect and decency. We all need to live and more importantly our children have the right to be raised in appropriate circumstances, rather than poverty. |
| 258 | Pelverata | TAS | I could have more hours if my body could take it. |
| 311 |  | TAS | Employer is open to arrangements for work-life balance allowing reduced hours and flex to meet family and other responsibilities. All overtime is paid but avoided where necessary to avoid unnecessary further expenditures. |
| 179 | Primrose Sands | TAS | As a full time employee I have to work a set number of hours , I can accrue flex leave but it is hard trying to get a day off when you want one. |
| 132 | Trevallyn | TAS | My hours are set and that's OK although I do lots of unpaid overtime. I do not finish the bulk of my shifts until 10.30pm. We are effectively supposed to ring our managers up and get the OK to work and then permitted to claim for it. This is so impractical and not pleasant to call someone at that time of night...so I often don't unless there is another more urgent reason to do so. |
| 42 | Warrane | TAS | I have limited say in my working hours, the flexibility that was there in my previous department is now gone |
| 102 |  | VIC | It is fairly limited but I have a reasonable relationship with management so I get looked after. |
| 232 | Albert Park | VIC | I don't work overtime, some of my colleagues do 1 to 2 hours extra daily as they cannot complete their task (One stating that they do it by respect for the client) Bank loves it. |
| 316 | Ararat | VIC | I have worked full time for years, and during vintage often 7 days a week, my kids hated it, I was always tired and missed out on the family events on the weekends. My life gets put on hold during vintage (harvest) but it's part of my job so I have no choice. I also used to work afternoon shift which is very family unfriendly, and I hated it - so did my kids. |
| 304 | Bairnsdale | VIC | My immediate manager is excellent at allowing me flexibility in my hours however this is not within the acceptable standards of the organisation. We are careful in how we manage this so that we don't alert HR to the flexibility in which we work. We are not diddling the employer of our time, in fact we often put in additional hours, after hours and weekends when necessary and do not get paid for it. We just feel that if we followed the organisational policies they are more geared to managements satisfaction that employee satisfaction. |
| 56 | Ballarat | VIC | I am paid only 35 hours per week I work at least 10 hours a day and often longer. Which amounts to a minimum of 15 hours unpaid overtime each week. If I were able to claim payment for this overtime it would make a significant difference to my weekly income. I often work through my lunch hours. |
| 59 | Balwyn North | VIC | I currently have over 150 hours of unpaid work in my 'book' and I know that I will not be able to use them this year. I generally work 9 to 10 hors a day at the office and about an additional 5 hours a week remotely from home. |
| 208 | Bayswater North | VIC | In theory, the EBA we have gives us the right to negotiate a "mutually beneficial" work contract. The bank of hours we use permits our employer to NOT pay overtime penalty rates when they decide to increase our weekly schedule, because we get paid the same amount of money when our employer decides to cut our weekly schedule. As long as we work the annually contracted number of hours, all is fine. In theory, any surplus number of hours is paid out to us, any deficit is taken off. We are given an opportunity to adjust our work hours bank, but ultimately, we have no input or right to determine our work hours. When I had my heart attack a few years ago, I was slotted in for "high priority" open heart surgery. My bank of hours was over what my contracted hours should have been, and I asked if I could either get paid out those hours, or carry them over to the next financial year, in order to supplement my income as I recovered from the open heart surgery when it occurred. Despite my vocal protestations, I was compelled to take a week off to cut my bank of hours, and a week later, I was in the Alfred undergoing surgery. Four months later I returned to work, having exhausted my four weeks holiday pay and another two weeks of sick pay. Income protection insurance didn't kick in because the period wasn't long enough after I stopped receiving an income, but the $900 federal sickness benefit at least paid my rent. |
| 20 | Box Hill North | VIC | If we were employed adequately for the needs of services, and part time shifts of 32 hours per week and no overtime would create job satisfaction and loyalty to employers. People should not have to do extra shifts if staff are employed adequately. |
| 170 | Box Hill North | VIC | I have flexible of hours around my family commitments because I have negotiated to work my 30 hours over 5 days - and am able to vary when I work those hours each week. I do have a work mobile phone and respond to queries out of hours. My husband works casually and sometime gets a days notice of work but sometime is rung to come in straight away and we have to make on the fly arrangements for caring for the kids |
| 291 | Box Hill South | VIC | I have worked seven jobs at one time. I know how to work hard and seven days a week if needed. My biggest issue is how unfair some situations can get. I just did after school care work where the people working an hour less than me were getting the same amount of pay because there is a minimum three hour pay condition. Even though I had a very large amount of qualifications-more than management. |
| 63 | Braybrook | VIC | A lot of problem, but no right. |
| 284 | Brunswick | VIC | For the last two decades of my career in the financial services area, I was told to do my job and that I was assessed by what I got done, not how many hours I worked. I took work home, to have more time with family. I worked back late to get things finished (I took pride in my work and accomplishments). My hours were about 36 a week, but I was there more than 40 (plus the at home work or reading on public transport). |
| 286 | Brunswick West | VIC | The hours worked by teachers are very long and very and hard and consist of a lot of unpaid overtime. The nature of some subjects compared to others means that because of the type of assessment for subjects such as English that consist of a to of essay writing, there is not an equitable distribution of work across the school. It is just accepted that English teachers have to work longer hours assessing student work. |
| 110 | Burwood | VIC | Not set in terms of hours of work, many unpaid hours expected. |
| 192 | Camberwell | VIC | This will always be a problem. The fringes of the employment sector are always going to be more problematical for both business and employees. It is just the way it is and will always be. Australia generally is reasonable in this area, examples of the unscrupulous will be easy to find on both sides. |
| 338 | Carnegie | VIC | The balance of family friendly hours is generally a fair arrangement at the moment from the time perspective but not from the income perspective. Unpaid overtime is not excessive. |
| 148 | Castlemaine | VIC | I work a combination of weekdays and weekends. I work every Saturday morning and every second Sunday afternoon. I also work a sleepover shift every second Thursday evening, for which I only get paid an allowance (not an hourly rate) between the hours of 10pm and 7am, and I work till 7pm every Tuesday. I regularly perform unpaid overtime on a Sunday afternoon as the client I work with on this day is too demanding for me to get my paperwork done during my shift. On average I would work 20-30 mins over my 4 hour shift. None of the shifts I work are family friendly, but I feel I can strike a balance between this and family as I am usually home for 3 days during the week so I can get housework done and prepare a nice meal for my family on these days. Also, my children are older now, and more independent. I would not have been comfortable working these hours when my children were younger. As a casual worker, I have a regular base roster, which I receive 2 weeks in advance. I then get offered extra shifts as part of a group text message which can vary from a few hours notice to a week's notice. The issues I take into account in accepting these shifts are: how much else is going on, what are my children/family up to, how tired am I going to be, how much do I need the money, is it a penalty rate shift, how hard is it going to be for my boss to fill this shift? etc. |
| 28 | Cheltenham | VIC | I can’t complain in this area ok |
| 245 | Clifton Springs | VIC | I did not have a choice about the hours that were offered to me when I accepted this position. In my previous position, my hours were cut from full time to 0.5 EFT without consulting me or including me in this decision. |
| 327 | Coburg | VIC | I am at the mercy of a casual job, and don't have any say in how many hours I work. I only have right of refusal - and if I did refuse too many shifts I would get offered less - not that I refuse any! |
| 101 | Coburg North | VIC | I am on a rotating roster with casuals not promised any more than 10-20 hours work a week, I currently try to get at least 20-30 hours to get us over the line with our weekly costs. My partner can get paid sporadically so it is good for me to have an income coming in. I get paid fortnightly so we still have to budget. My shifts are sent out on a roster 6 weeks in advance but if I don't get enough I have to put my name down as available so could be called in at an hours’ notice, which is not a fantastic way to live with young children needing pick up and drop offs. I can only do the shifts if the children's needs can be met first, ie my partner can take the load. |
| 386 | Coolaroo | VIC | Without getting a second job, particularly one that would fit in with my existing work hours and the needs of my family, it is as previously stated somewhat difficult to earn sufficient income to meet needs. My current wage does not match the breath and amount of work I do. I currently on a regular basis perform unpaid additional hours, I do so to meet the requirements of my role and ensure I'm delivering quality in my workplace, this is only sustainable to point, if I was correctly remunerated for me I would be happy with increasing productivity. |
| 62 | Croydon | VIC | No say. |
| 128 | Elwood | VIC | My hours apart from working the weekend are family friendly. I am required to do unpaid overtime, sometimes. |
| 246 | Elwood | VIC | Very little. As a VCE English teacher, there are very few lull periods in the term when I am not expected to be correcting drafts and meeting with students in my own time. I work many hours overtime every week of the school year, and my holidays are often given over to camps and Year 12s' feedback/marking. |
| 251 | Elwood | VIC | I usually do around 10 unpaid hours of work each week. I need to do this for my job. Some people at my work have negotiated part-time arrangements. |
| 221 | Fairfield | VIC | I have asked for 48/52 or to reduce my time fraction to .9 in order to better accommodate my work-related study (which I do not get time in lieu for) and been denied. I do not have a flexible working environment. I used to work as a casual teacher. I usually had less than an hour's notice of shifts and was afraid to turn one down because I knew that doing so would give me a black mark against my name in the agency's books. I accepted that I would pay the $40/day booking fee because I needed the work. |
| 77 | Ferntree Gully | VIC | We do rotating shift at our job. If I work avo shift the wage is not bad, but with school on weekends I see my family after 5pm Saturday and Sunday then I won't see them again until the following weekend. If I do day shift Monday to Friday I can't live off the wage without doing a Saturday shift. For a casual to get a shift the agency sends a group text too about 10-20 workers and it is a first in best dressed process. If you are not quick enough to respond, you miss the shift. |
| 105 | Footscray | VIC | I get not much say. |
| 158 | Frankston North | VIC | I was lucky enough to get hours that suit my life style, mainly during the day. I do some unpaid overtime but this is by my choice as I can't just leave part way through doing certain jobs. |
| 216 | Frankston South | VIC | Teachers work absurd hours; of this there can be no doubt! As a senior teacher, I mark continually and have work to do almost every evening (other than Saturday). Coupled with my Senior School Leader role, I typically arrive at school at 7.20am and leave around 5.30-6pm. After dinner, I undertake another 1.5 hours of work. At the weekends, this often extends to 5-7 hours! |
| 217 | Frankston South | VIC | I do have some say in when I can work, but that’s only if there is a shift available and if it suits my qualifications. Quite often I work unpaid overtime. Working casual you are notified on the day of your shift it may only be 2-4 hours’ notice. |
| 114 | Gladstone Park | VIC | I work 42 hours a week, my hours all over the place, starting early in the morning and finishing late at night Monday to Sunday, no family life. |
| 94 | Glen Iris | VIC | When accepting or refusing a shift on short notice I take into account the potential passive aggressiveness of my employer and acknowledge my future shifts will be reduced if I'm not available 24/7 regardless of my family and study commitments. |
| 93 | Gowanbrae | VIC | Currently undergoing EBA negotiations and once again the company is out to get the worker, because god only knows a BILLION DOLLARS PROFIT isn't enough!!! |
| 334 | Great Western | VIC | With a good working relationship comes flexibility so I have been very lucky in that I have always been able to achieve a good balance with a bit of give and take |
| 133 | Greensborough | VIC | No say you know you will get 38 hrs but that’s all you can count on. |
| 438 | Grovedale | VIC | I am now choosing to work the hours I am paid for and very little more. For years I worked 2 or 3 hours a day longer because of my loyalty and belief in the work we do. I still work longer than the 7.6 hours required if something needs to be done. |
| 269 | Heidelberg West | VIC | I have no say over my hours. I either agree to work the specified hours or I don't work. I can be let go with no notice whatsoever. I can't turn down shifts as I need the money and I don't want to be let go. |
| 140 | Ivanhoe | VIC | I have no complaints about the hours I work, which are reasonable. There is not much honesty however, just implied unpaid overtime for people at my level or above. I would really just like things to be honestly stated instead of veiled references to working conditions that avoid saying what is really expected. The uncertainty is stressful and I think tends to give the impression that if you don't work extraordinary hours that you won't get on. This can create a bit of a fearful environment. |
| 35 | Langwarrin | VIC | I have no say over the hours I work. That is decided in union negotiations. We get a salary and no overtime. |
| 117 | Leopold | VIC | I believe in give and take when you are dealing with a good company. I wouldn't go out of my way for some. I normally get a couple of days’ notice for casual work. Enough to plan children around etc. otherwise I have to let it go. |
| 44 | Lovely Banks | VIC | None. Work what you are told to, or don't work. They will get someone else. |
| 81 | Lynbrook | VIC | There isn't a lot of say on selecting family friendly work hours. As a shift worker I understood the requirements, sacrifice was unavoidable, working unsocial hours, missing children's special events, turning down invitations to family events and gatherings was often unavoidable and was part of the shift workers routine. That is were penalty rates tend to compensate the worker. Overtime is a little different due to the fact that you could reasonably refuse on special occasions. Working as a casual is even worse now than years ago as labour agencies now have the advantage of mobile phones and will now call a worker on instant notice when required. I know many casual workers who would be pleased to know at the end of their shift if they are required the following day but are now phoned at 6am to report for work at 8am. I believe this has a detrimental effect on an individuals well being as they must sit in wait for work that may or may not come. This is even made worse when the person is a mother who needs to make arrangements for childminding at short notice. A regular spot at the childcare centre is not an option as fees need to be paid whether the child is dropped off or not. |
| 67 | Maddingley | VIC | To raise a family properly, and full time job is required, not casual, permanent part time or 30+ hrs, a full time job! |
| 68 | Melbourne | VIC | In my past role I had issues with my work life balance and even when I was not at work I was anxious and checking my emails, as stated above if we left on to e and did not work back regularly it was noticed and discussed why, making us all feel that it was required to keep our roles. Now that I am my own boss I am much happier. |
| 309 | Melton West | VIC | I Work on average 45 hours per week. |
| 226 | Mernda | VIC | Since I have moved to a part-time roster, I work the same hours all the time. Although not everyone has that luxury. Others are bounced around quite a lot as far as hours and days worked. Most others have to wait for the roster to come out to know what shifts they will be working. They have tried to shift my Sunday shift to Saturday a few times but I told them that I did not agree to that and they can't just arbitrarily switch me when they felt like it. No problem since. |
| 426 | Moe | VIC | I would much prefer to work part time but am unable to due to the reduced wages I would receive. I perform a lot of unpaid overtime due to the high workload I currently carry. |
| 393 | Montrose | VIC | In Australia today people work a lot of unpaid overtime, which is very unfair to family life. If you work in an Office you either come in early or work 1 or 2 hrs back. On top of that you often have an hr or more travelling time each way. This means people leave about 7AM and come home between 6-7 PM. That is nearly a 12 hrs day without any overtime pay and they can hardly say NO, before being replaced. |
| 306 | Moonee Ponds | VIC | Not enough warning if you are not going to get a shift, turning up prepared to work a shift that you were assured you would get the previous day, then being told "we don’t need you this shift, come back tomorrow" |
| 207 | Mordialloc | VIC | Family friendly hours are a mirage. The words sound nice, but employers still expect you to stay until the work is done- family commitments or not. I am on an annualised salary so do not get paid overtime. I do unpaid overtime hours most weeks. |
| 399 | Mount Evelyn | VIC | I am fortunate at this time to work Monday to Friday 8.30 to 5, but under NDIS this might change. |
| 71 | Murrumbeena | VIC | I get no say over hours of work. The answer is always business needs. I have been seeking a contract on full time hours for a number of years and this has not happened. We have a number of casuals who would like part time or full time hours and they have no control over these. The business always has the upper hand |
| 74 | Newport | VIC | In my casual situation, I do not know when or if I will be offered further paid work. I get the sense that if you decline work you will be left off being offered further work. Furthermore the shifts offered are not substantial and it leaves you to take what you can get. This includes back to back shifts e.g. morning short shift and go home and come back for short afternoon to evening shift several days in a row. This is also all over Melbourne and can take up to 1.5 hours to get home than then go out again to another job destination and then take 1.5 hours to get home again. |
| 355 | Northcote | VIC | I am able to work flexible hours, and time worked outside standard office hours can be offset by personal time between 9 and 5. I am not micro-managed in this, and the arrangement works well - it needs to, because I am standardly on-call and needing to respond to phone calls and emails till late most evenings. This provision was won through union action, and was not an easy gift from management. |
| 440 | Pakenham | VIC | Our rosters gets change without notice. I've turn up to work in the morning, only to find I've been moved to an afternoon. People with young children often have problems with day care for the kids. Sometimes their shifts get changed. When they say I have no child care that day the answer is well you better find some. If I am doing an education session at work all the preparation time is done without pay. There is never time within a shift to put together a presentation or to research a topic. If you stay back 30minutes due to a busy shift it is not paid. To get a car park on the afternoon shift you have to get to work about 45 minutes earlier. Other wise it'll take about 15-20 minutes to find a park and get a permit so you aren't fined or towed, and by that time you are late for your shift and get told off for not being on time even though you were on hospital grounds before your shift started. And parking fees are taken out of your pay even if you don't get a park in the staff car park. |
| 223 | Preston | VIC | Little say on hours of work/shift times. Always pressure from work to be flexible, but it's not reciprocated. Depending on the part of our roster if we can socialise with friends and family or have together time. We try to plan occasions on evenings or weekend time off, but mngt are also trying to change these shifts in the days leading up to these shifts which is frustrating and unacceptable often due to their actions for eg forcing people to take annual leave when they don't wish to at a time when 2 or 3 people in our area are also on scheduled leave or its a busy time therefore there is a shortfall of cover. I try to accommodate shift changes but if I have organised something with friends or a loved one 4 months ago I must refuse. I will often help out by changing my days off to work penalty shifts if asked to for the money but that is time with my partner I must forego to earn those extra $$s so there is usually a trade off. I get home late so he is asleep, and he leaves to work early so it can be 6 days before we are in each other's space and conscious again and try to have quality time. I'm just trying to earn a reasonable wage and pay my mortgage, maybe a holiday each year. My GM's annual performance bonus on top of his normal wage is over 10x plus my annual salary. So do I think I'm being overpaid for working unsociable hours and sacrificing normal quality home life - absolutely not!! |
| 32 | Seaford | VIC | We are told by local govt (who run Family Day Care) that we should be doing paperwork after hours because we are contractors, that is expected of us. |
| 52 | Seaford | VIC | I officially work four days a week so as to be able to spend some time with my family. I have three children under 6. However, I work nearly every weekend and many evenings, and more often than not at least some time on the one day a week that I am supposed to have off. I went to 4 days a week simply because I found the demands of my work were too much for me to manage on an on-going basis, so I effectively took a salary cut of 20% to try and make things more manageable. I still think I struggle to balance work and family life. |
| 303 | Seaford | VIC | None |
| 2 | Seddon | VIC | As many hours as it takes to do the job. 14 days straight at the start of this year. |
| 229 | Shelbourne | VIC | Because I work permanent part time I can choose the hours I work. I work set night shifts (the same nights every week) and I could work more shifts if I wanted to. Occasionally I get phone calls to ask if I can work an extra shift (with 3 - 4 hours’ notice for night shift). I usually refuse these extra shifts because I've usually worked the night before and have had very little sleep. If I am asked days in advance that I may be able to accept an extra shift. |
| 302 | South Yarra | VIC | I get to work at 5:30 am and leave at 4 pm, plus take home work to do at least some time each week. I would say I do at least 15 hours extra per week. I also do some work in each set of holidays at least three days to a week. I cannot refuse a shift nor can most people on contract. |
| 29 | Sping Gully | VIC | At present I have access to hours which can be flexible when needed - however if the push to "policy" comes to fruition I fear this may change dramatically. |
| 51 | Springvale South | VIC | Need more of full time work |
| 119 | Sunbury | VIC | I have no say in the hours that I work. I have no consultation in the rosters and we are penalised if we undertake any training to benefit our employer and to meet our legal obligation to the courts we are penalised and have to do unpaid extra work called overs and understand. They state that we are removed from shift, do the training then return to shift so if I do any training I could have to work up to two full days at no pay to cover the shift penalty that I was paid. |
| 147 | Sunbury | VIC | My previous job was a fifo position it saw me work at least 182 hours per month. But with many fifo positions now demanding employees work at least 336 hours in a five week period in extreme environments I know I have nothing to complain about. I had heard that it was supposed to 38 hours a week plus reasonable overtime. I guess working 67.2 hours a week as an aggregate for the five week fifo cycle mentioned above is reasonable I'm just not sure who considers it reasonable? |
| 235 | Tarneit | VIC | Is just enough but always afraid of losing it |
| 137 | Thornbury | VIC | At the hospital I undertake some overtime but it is minimal and occasionally if more is required we generally get paid for it. In the university sector I would work a few hours overtime each week but this work is more family friendly hours wise. |
| 331 | Upper Ferntree Gully | VIC | My hours of work allow me time for balance in my life. Mind you I have to work 50 hrs per week to make ends meet. |
| 279 | Vermont | VIC | I often work a little more than paid but fortunately I am limited by personal commitments. Mostly I end up taking on most carer and household tasks due to my husband's long hours in the private sector. |
| 282 | Vermont South | VIC | I am required to be logged on ready to take phone calls at my start time. This requires me to actually arrive at work 30 minutes early (my own time) to login to all the systems and allow for computer upgrades and other IT issues. This 30 minutes is unpaid. If I login a few minutes late my roster is instantly updated to reflect this. Staying back however may take 24 hours or more to be updated. |
| 150 | Wantirna South | VIC | As it is, I often stay back to complete my work for which I am not compensated. Management feel staying back should be the norm and submitting a half hour stay back is looked upon and made to feel as though you are a traitor to the company. With my unsocial hours, already I do not have a fair work life balance to spend with family and friends. Company shift swaps are common and do not give us sufficient rest or commitment with family |
| 97 | Warneet | VIC | I get no say. I work what they say. |
| 31 | Warrenheip | VIC | I have always had a good working relationship with my Principals and have always been consulted regards Time fraction, days worked, etc. |
| 374 | Warsonia | VIC | Unpaid overtime has become the norm in order to complete required tasks with fewer employees in the workplace. Job demands are unrealistic in the restructured workplace! |
| 281 | Waurn Ponds | VIC | I have not seen any rosters, worked by family or friends, that are provide a work life balance, and I would believe the workers receiving penalties for those extra hours, are with employers and doing jobs not possible to have a work life balance anyway. |
| 10 | West Footscray | VIC | Our roster system is quite good as we get a reasonable say over which shift we take. |
| 123 | Whorouly | VIC | No not family friendly. I have to wait till dayshift comes around before it feels like a normal family. |
| 322 | Williams Landing | VIC | I don't get paid overtime, but often find myself working long hours to get my job done to my level of satisfaction. |
| 344 | Wodonga | VIC | by law I get 38 hours but the way Abbott is going I’ll be lucky to get that. |
| 289 | Woodend | VIC | My hours of work are ok. But I could do more hours (and manage the household budget better) if I had proper access to working from home one or two days a week. |
| 350 | Yarraville | VIC | As a musician and director I often work family unfriendly hours. I can get by with this by being available in the afternoons, but getting paid appropriately for the imposition is very important for me. |
| 283 | Aubin Grove | WA | Doing night shift only is very convenient for me. It means I can spend time with the family during the day. The hours and days I work enables me to balance my family life well. |
| 82 | Bassendean | WA | My hours are what I applied for so no complaints, and I can work paid extra hours if I choose and with the freeze on employing new permanent staff there are many extra shifts |
| 224 | Bertram | WA | In hospitality there are no family friendly hours, the hours are set, accept the roster or don't go to work and be unemployed |
| 437 | Bibra Lake | WA | Shift work 7-3:30pm, 1pm - 9pm and 8pm to 8am (8 hour or 12 hour shift work) normal nursing hours of shift. It is expected to rotate between these shifts to make it even and equitable to all workers. |
| 345 | Bulgarra | WA | I work 5 weeks on 5 weeks off which means we are on call for 24 hours for 5 weeks, if I don't take a shift I might not get work for up to 3 months. |
| 240 | Floreat | WA | Having worked on the mines in WA for over ten years, I had to earn, my way up the pay scale and down the hours scale. My first shift was six weeks on, one week off (12 hrs a day, 13 day fortnights) on nearly minimum wage. When I finished up there a couple of years ago I was working week on week off on a decent tradesman wage. You do what you have to do to get by. |
| 349 | Forrestfield | WA | I have no balance between work and social or family responsibilities. I am required to work at least 48 hours per week and up to 84 hours per week. This creates an enormous physical strain and is debilitating emotionally. It leads to a completely isolated and alienated existence where I have limited contact with friends or family as often I'm required to work away. |
| 257 | Leschenault | WA | I do not really get any say in the hours I work - I can ask for more work. I do not work family friendly hours, I do not earn enough to get by without new start. I try to avoid 3 hour shifts and work 4 hour ones as often as I can get them as financially 3 hour ones do not really help much. |
| 155 | Maida Vale | WA | My work life balance is OK, but I don't know how long that will last. I am paid 7.5 hrs a day but most of the time I put in 8.0 hrs. That’s 130 hrs a year for nothing! If I refuse, to work on a Saturday or Sunday for nothing, I get disciplined, if I refuse three times then its three strikes you’re out! |
| 37 | Morley | WA | My wife work shift work at a hospital. Some shifts are harder to manage than others but if penalty rates remain in place some degree of harmony is kept. |
| 243 | Nannup | WA | As I am employed full-time, I get little say over the amount of hours I work. However, my workplace attempts to give everyone their requests on the roster each fortnight and so my shifts are somewhat flexible. We do sometimes stay back after a shift to assist, especially when there is a presentation in the emergency department or if we are expecting an ambulance to arrive. This is mostly as a support for the next shift and often we are not needed so we do not record this overtime on our roster. Even if we did, we would not be paid for it. This is because it was out choice to remain the workplace and we were not needed, therefore, we will not be paid for it. |
| 294 | Perth | WA | Very little indeed which is the main reason I resigned from my last employment as it directly interfered with my half-week caring responsibility and that was irreconcilable. My advice on this situation is simple. Organise a business around people and the business's interest, not only heavily around statistics and geography. |
| 182 | Rockingham | WA | I don't have any say over work hours. But if pay was cut I would tell the boss I’m not working. |
| 65 | Samson | WA | I get a very flexible arrangement around core hours to suit the business. Unpaid overtime does not occur although there are occasional situations which involve small amounts of time off in lieu of some overtime/afterhours assistance. |
| 446 | Scarborough | WA | Casual worker no time just do it fear of job security |
| 23 | South Perth | WA | I do some unpaid overtime and used to do more, but I negotiate to take that as flexitime. This is not as common a system as you may expect - other schools in the same university do not permit flexitime at all, insisting on a 9-5 day, or refusing to allow people to job-share or be flexible. |
| 255 | South Perth | WA | I have no say in the hours that I work except that I have been given personal/carers leave in an emergency. |
| 450 | Spearwood | WA | I can't say for myself on this issue, but my wife works casual and can't refuse any work because this may all the work she may be offered. If she refuses she will not be offered it again. She has to go to work even when she sick because she can't afford not to work. |
| 127 | Sunset Beach | WA | I'm really lucky in that I currently have a good life/work balance. |
| 90 | Warnbro | WA | When I was working I was fly in fly out into the Pilbara region of W.A. doing a 4 week on 1 week of cycle, We would have every second Sunday off. We worked 84hours 1 week then 72 hours the following week. So in the 4 week cycle we would do 312 hours then fly home in our time (after finishing a day’s work). I was one of the lucky ones in so much that all my kids are grown up. But the time spent at home was never sufficient in my ability to see my kids and grandkids as well as to wind down from the demands of work. |
| 118 | Warnbro | WA | As agency I can't be too picky with what I work. I mainly work nights because that is where the shifts are available. I am lucky that I get some notice but I am also on standby if shifts come up. I do not work family friendly hours, my sleep suffers as a result. |
| 225 | Waroona | WA | Work and family life is great now overtime is paid work if you like. The day before is the generally the time period we're given. Accepting shift depends on if I've seen the children enough. |
| 6 | Yangebup | WA | I do not perform any overtime. |
| 136 | Yangebup | WA | I am on a salary, and I perform quite a bit of unpaid overtime. My work/life balance is becoming more strained. |