

Paid Rest Periods

Roadshow March 2011



Backbone of the integrated transport networks



Introduction

- New Clause 24.5 and Clause 2 under the Network Schedule in the MECA replaces existing wording in old Collective Agreement (Clause 11.8)
- New wording to simplify and clarify payment for
 - Call Backs
 - Other Work Periods
- KRN & RMTU working party developed new wording as a result of timesheet **and** application issues
- Driver Log Book rules still apply for drivers hours



Definitions

- **Call Back**

- A return to work after the end of a work period to perform an unplanned or unscheduled task



- **Work Period**

- A normal day's work including a shift within a roster
- A later finish or earlier start is part of the work period



Clause 11.18 Rest Period

1. Call Back - up to 0530

Employee is entitled to:

- 6 hours unbroken rest from the end of the call back without loss of pay if there has been 9 hours continuous break **from the end of the previous work period before the call back occurred**
- 9 hours unbroken rest from the end of the call back without loss of pay if there has been less than 9 hours continuous rest **from the end of the work previous period before the call back was made**
- **No longer specific Night Call Back from 2300 - 0530**



Clause 11.18 Rest Period

2. Other Work Periods

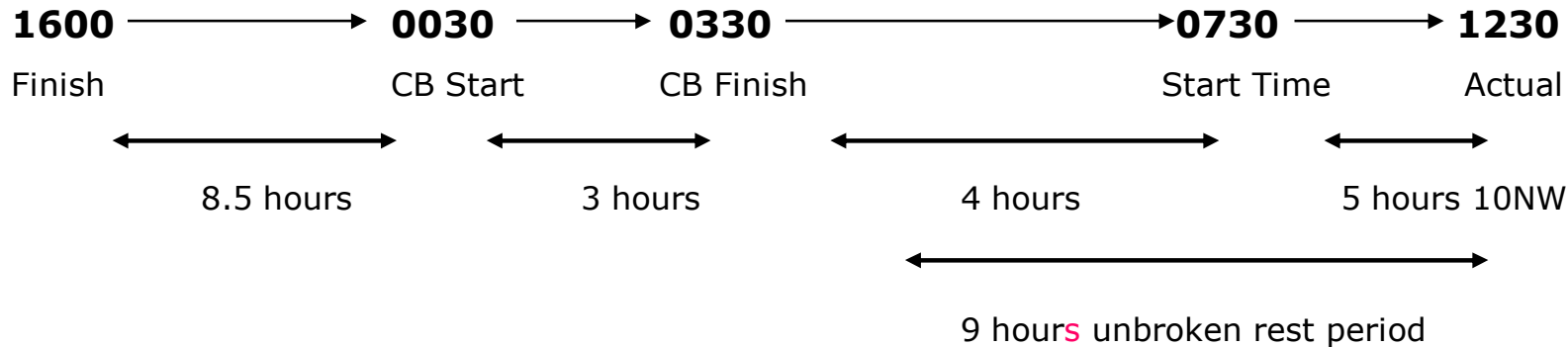
Employees are entitled to:

- A minimum of 10 hours off between work periods
- Time off to achieve 10 hours a break without loss of pay if there are fewer than 10 hours between work periods

In some circumstances your manager may agree to additional paid time off. This must be recorded in writing on your timesheet.



Example One – Call Back



Explanation:

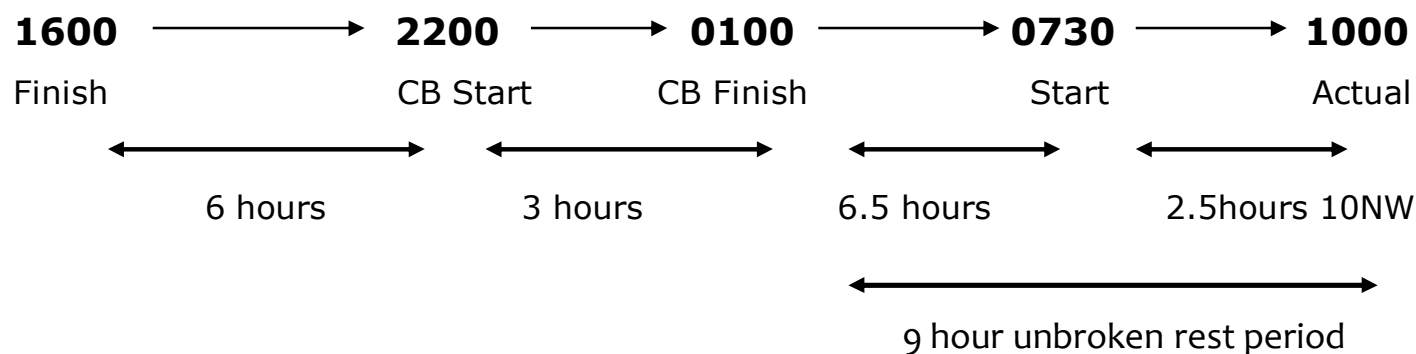
Because there are less than 9 hours unbroken rest before the call out starts, **the employee is** entitled to 9 hours unbroken rest from the end of the call out without loss of pay.

New start time will be 1230

Timesheet will show a 10 NW of 5 hours (0730 – 1230)



Example Two – Call Back



Explanation:

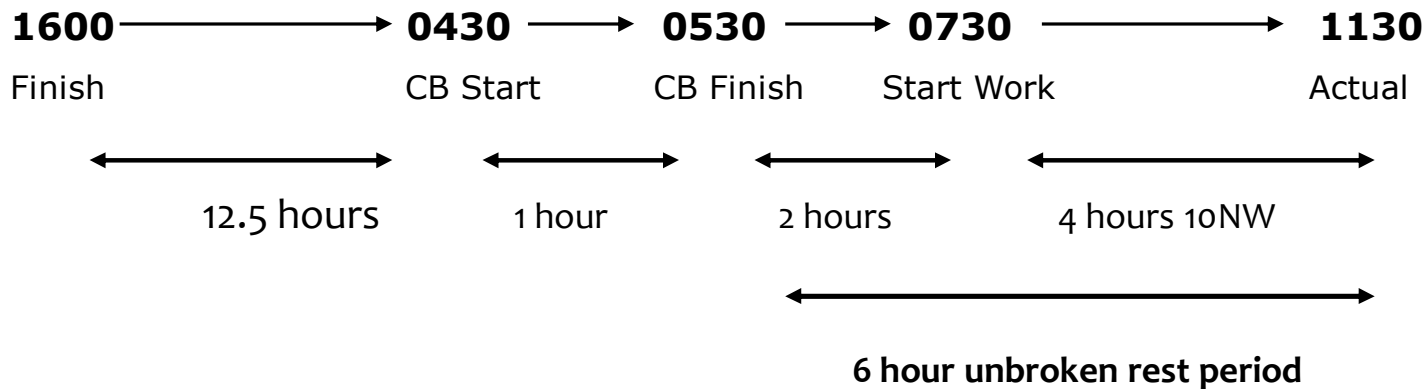
Because **the employee has** had less than 9 hours rest before the start of the call out, **they** are entitled to a 9 hours unbroken rest without loss of pay from the end of the call out.

New start time will be 1000

Timesheet will show 2.5hours 10NW (0730 – 1000)



Example Three – Call Back



Explanation:

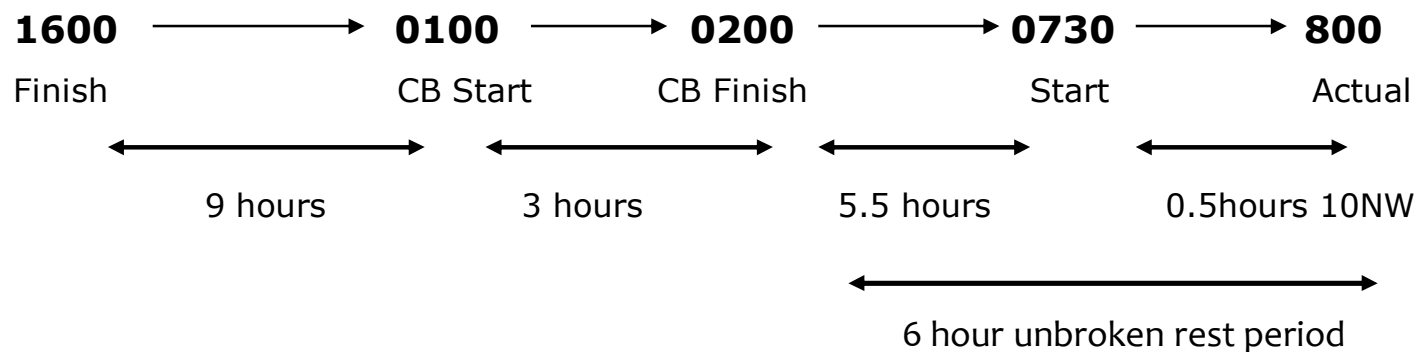
Because there are more than 9 hours rest before the call out starts **the employee is** entitled to 6 hours unbroken rest from the end of the call out without loss of pay

New start time will be 11.30

Timesheet will show a 10NW of 4 hours (0730 -1130)



Example Four – Call Back



Explanation:

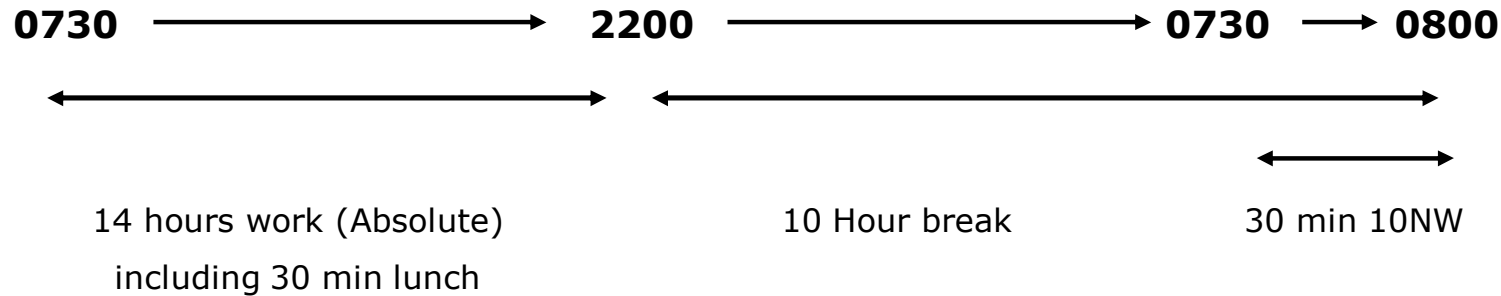
Because **the employee has** had 9 hours **of rest** before the start of the call out, **they are** entitled to 6 hours **unbroken rest** without loss of pay from the end of the call out.

New start time will be 800

Timesheet will show 0.5hours 10NW (0730 – 0800)



Example Four – Other Work Periods



Explanation

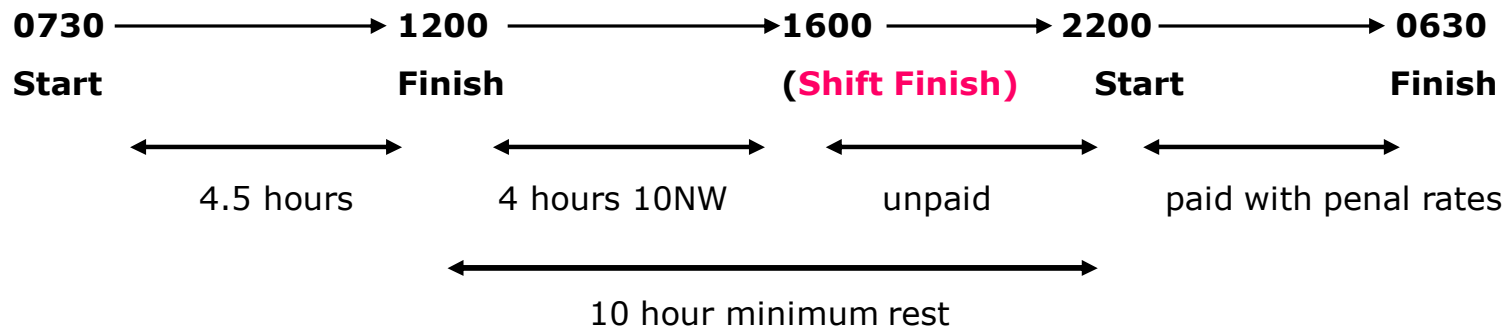
Because **the employee has** worked 14 hours (max) including lunch of 30 minutes, **they** must have 10 hours **rest** between work periods

New start time will be 0800

Timesheet will show 0.5hour 10 NW (0730 – 0800)



Example Five - Short Notice Change



Explanation:

The employee has agreed to a short notice change to work one night work period. To get a 10 hour break between work periods they must finish at 1200 instead of the scheduled 1600.

Timesheet will show 4 hours 10NW (1200 to 1600).

If this shift was a Tuesday night / Wednesday morning for example the next shift is Thursday day shift. The Wednesday shift is replaced by the night shift



KiwiRail
Backbone of the integrated
transport networks

Further information

For more information contact your HR team

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