



Rights@Work

Information for CPSU Members about the Victorian Public Service Agreement 2006

WORKLOAD

The Employer acknowledges the benefits to both the organisation and individual Employee gained through Employees having a balance between both their professional and family life.

The Employer further recognises that the allocation of work must include consideration of the Employee's hours of work, health, safety and welfare.

Work will be allocated so that there is not an allocation that routinely requires work to be undertaken beyond an Employee's ordinary hours of work.

However, the Employer may require an Employee to work overtime where:

- such work is unavoidable because of work demands and reasonable notice of the requirement to work overtime is given by the Employer; or
- where, due to an emergency, it has not been possible to provide reasonable notice.

When an Employee is required by the Employer to work overtime the Employee must be compensated in accordance with the appropriate overtime clause where the Employee is covered by the provisions of such a clause.

Where an individual or group of individuals believe that there is an unreasonable allocation of work leading to staff being overloaded with work, the individual or group of individuals concerned can seek to have the allocation reviewed by the Employer to address the staff concerns.

Other than in an emergency, if reasonable notice of the requirement to perform overtime work has not been given by the Employer, an Employee may refuse overtime work where this would impose personal or family hardship or interfere with the Employee's personal commitments.

Any dispute concerning the Parties' obligations under this clause shall be dealt with in accordance with clause 10 (Disputes and Grievances) of the Victorian Public Service Agreement 2006.

One Service – One Agreement