



Industrial Relations Supplementary Information

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WITNESS AND JURY SERVICE – SHIFT PENALTIES/CASUAL EMPLOYEES

1. SCOPE

The purpose of this supporting information is to outline the application of shift penalties and arrangements for casual employees who undertake jury service in accordance with the relevant Awards and Agreements.

2. GUIDELINES

An employee who is undertaking witness or jury service in accordance with their Industrial Agreement is entitled to be paid the appropriate shift penalties that they would have otherwise received had it not been for witness or jury service.

A casual employee undertaking witness or jury service is entitled to receive payment for hours already rostered during the period of witness or jury service.

A casual employee may also be entitled to payment for hours where there is a reasonable expectation of casual engagements during the period of witness or jury service. There is no obligation to pay a casual employee for the period of witness or jury service where the casual employee has no reasonable expectation of employment due to performing casual work on an ad hoc basis.

Health Support Services are required to examine the nature of the casual employee's engagements to determine any entitlement for payment during a period of witness or jury service.

This document supersedes *IC 0149/13*.

Any queries regarding this supporting information should be directed to your Health Service Provider's industrial relations team.