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Enquiries: DOCEP Labour
Relations Advisor

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CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO. 15 OF 2008

DAYLIGHT SAVING

The *Daylight Saving Act 2006* ("the Act") provides that at 2 am on 26 October 2008 clocks will be advanced by one hour, to 3 am. The opposite will apply on 29 March 2009 when clocks are put back from 3 am to 2 am.

Shift workers working an ordinary time shift at either change will observe the new "clock time". Under section 7 of the Act the performance of work at the time of change is to be referenced to clock time. Accordingly, staff are to be paid "by the clock" and not by actual hours worked.

For shift workers working at 2 am on 26 October 2008 this will result in these staff working one less hour, but being paid for the full shift. For shift workers working at 3 am on 29 March 2009 this will result in them working an additional hour, for which they will not be paid.

Agencies are encouraged to schedule shift rosters so that employees engaged in shift work at the commencement of daylight saving are also engaged in shift work at the conclusion of daylight saving. This practice is encouraged to minimise the potential for inequity, as far as is possible, subject to operational needs.

**BOB HORSTMAN
A/EXECUTIVE DIRECTOR
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10 October 2007