

WR.4 OVERTIME RATES

The employer may require overtime to be worked and the operative may not unreasonably refuse to work overtime.

Overtime will be calculated on a daily basis, but overtime premium rates will not be payable until the normal hours (39 hours-WR3) have been worked in the pay week unless the short time is authorised by the employer on compassionate or other grounds or is a certified absence due to sickness or injury.

Note: The number of hours worked in excess of normal hours will be reduced by the number of hours of unauthorised absence before the overtime premium is calculated.

Overtime shall be calculated as follows:

Monday to Friday

For the first four hours after completion of the normal working hours of the day time and a half; thereafter at the rate of double time until starting time the following day.

Saturday

Time and a half, until completion of the first four hours, and thereafter at double time.

Sunday

At the rate of double time, until starting time on Monday morning.

When an operative is called out after completing the normal working hours of the day or night, he shall be paid at overtime rates for the additional time worked as if he had worked continuously. Any intervening period shall count to determine the rate, but shall not be paid.

Overtime shall be calculated on the normal hourly rate. Additional payments for intermittent skill or responsibility or adverse conditions and bonus shall not be included when calculating overtime payments.

In no case shall payment exceed double time.