



Pel-Air Vic & NSW Aeromedical Enterprise Bargaining

Bargaining correspondence between the AFAP and Pel-Air from June - August 2024, and focus on the remuneration and rostering.

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NOTE: COMPONENTS COMMON TO ALL BASES

(1) Annual Salary (inclusive of Turbine Allowance, CIR Allowance and ATPL Allowance):

Year	Annual Salary from Commencement of Agreement
Training	80% of Year 1 until checked to Line
1	\$150,800
2	\$150,800
3	\$155,100
4	\$155,100
5	\$159,400
6	\$159,400
7	\$163,700
8	\$163,700
9	\$168,000
10	\$168,000
11	\$172,000

(2) Salary Increments:

Date	Increment (applied to Annual Salary)
Annually on 1 July	Annual CPI to July

(3) Supervisory and Check Pilot Loadings:

Title	Loading*
Supervisory or Training Captain	6% of Annual Salary
Simulator and/or Aircraft Training and Check Captain	14% of Annual Salary

** Loadings are exclusive and do not apply cumulatively; i.e. Pilots may only be eligible for the highest type of loading which applies.*

(4) Expenses and Allowances Table:

Title	Amount	Annual Increment
Loss of Licence	To be confirmed	To be confirmed
Annual Jeppesen Airways Manual Subscription	Reimbursement on production of evidence of payment	Not Applicable
Phone Allowance	\$28.38	Annual CPI to July
Internet Allowance (iPad)	\$10.12	Annual CPI to July
Overnight Away from Home Base – All Meals and Incidentals	\$157.79	As amended each year in clause 20.3(a)(v) of the <i>Air Pilots Award 2020</i>
Overnight Away from Home Base – Breakfast	\$32.08	As amended each year in clause 20.3(a)(v) of the <i>Air Pilots Award 2020</i>
Overnight Away from Home Base – Lunch	\$35.95	As amended each year in clause 20.3(a)(v) of the <i>Air Pilots Award 2020</i>
Overnight Away from Home Base – Dinner	\$61.79	As amended each year in clause 20.3(a)(v) of the <i>Air Pilots Award 2020</i>
Overnight Away from home Base – Incidentals	\$27.97	As amended each year in clause 20.3(a)(v) of the <i>Air Pilots Award 2020</i>
Hardlying Allowance	\$124.03	As amended each year in clause 20.3(a)(iii) of the <i>Air Pilots Award 2020</i>
Overtime Meal Allowance of Duty Period in Excess of Five Hours with a Thirty Minutes Break free of Duty	\$35.95	Annual CPI to July
Duty Extension	\$75.00 per hour pro rata	Annual CPI to July
Travel	\$8.99	Annual CPI to July

Night Operations	\$17.92	As amended each year in clause 20.2(a)(b) of the <i>Air Pilots Award 2020</i>
Lost RDO	Captain: \$1000 when under complement and \$850 when full complement First Officer: \$750 when under full complement and \$640 when full complement	Annual CPI to July
Annual Leave Loading	Incorporated into annual salary	Not Applicable
ADFA Allowance	\$50,000 annual (prorated for part year)	Annual CPI to July

1 July 2024

Attention: Andrew Molnar
Australian Federation of Air Pilots
Level 4, 132-136 Albert Road
South Melbourne, VIC 3205
Email: andrew@afap.org.au

Dear Mr Molnar,

Pel-Air Ambulance Pilot Negotiations – Without Prejudice

Pel-Air acknowledges receipt of your email dated 5 June 2024 and its' attachment regarding the Australian Federation of Air Pilots (AFAP) remuneration claim.

Over the past few weeks, Pel-Air has reviewed the remuneration claim from the AFAP carefully, taking into considering the financial and commercial aspects of the contracts with Ambulance New South Wales and Victoria.

We note that the AFAP's base salary proposal ranges from approximately 19% to 45% increase across the years of service levels on current wage levels.

During our bargaining meetings, we have communicated that our ability to offer further increases is limited by the contract budget that was agreed to by Ambulance NSW and Victoria when Pel-Air won the tender. These contracts are for a period of 10 years and 12 years, respectively and have certain increases built in to accommodate standard wage increases throughout the life of the contract, but not the extraordinary increases proposed by the AFAP of 19%-45%.

We are prohibited to share with you the financial aspects of the contracts due to them being commercially sensitive and material, but I can confirm that Pel-Air is not in any position to accept the remuneration claim as proposed and is willing to present a statutory declaration that states "The implementation of any increase outside the standard contractual increase of CPI given each year in July at this point will render the services commercially unviable".

Notwithstanding the above, the base salaries proposed are not reasonable nor do they take into consideration that all current Ambulance New South Wales employees receive the Ambulance Duty Flying Allowance (ADFA) payment on top of their base salaries of \$50,000 gross per year (less any on-costs but inclusive of superannuation) equating to approximately \$40,000 gross per year. This equates approximately for a year 1 pilot to \$159,000 or a year 3 pilot to \$164,000 per annum. The ADFA is available to Ambulance Victoria pilots when they operate on the Ambulance NSW pilot roster.

In January 2024, Pel-Air commenced the 12-year contract with Ambulance Victoria and was able to introduce a mid-year increase to the wages of the Ambulance Victoria pilot group as follows:

	AV 2023 effective 1 July 2023	AV effective 1 Jan 2024	Difference of AV rates for Jul 23 to Jan 24
Training	\$ 85,175	\$ 87,975	\$ 2,800
1	\$ 98,809	\$ 103,500	\$ 4,691
2	\$ 112,443	\$ 115,000	\$ 2,557
3	\$ 117,575	\$ 119,600	\$ 2,025
4	\$ 117,575	\$ 119,600	\$ 2,025

5	\$	117,575	\$	124,200	\$	6,625
6	\$	120,335	\$	124,200	\$	3,865
7	\$	120,335	\$	125,750	\$	5,415
8	\$	120,335	\$	125,750	\$	5,415
9	\$	122,703	\$	127,300	\$	4,597
10	\$	122,703	\$	127,300	\$	4,597
11	\$	124,281	\$	128,300	\$	4,019
12	\$	124,281	\$	128,300	\$	4,019
13	\$	125,859	\$	129,300	\$	3,441
14	\$	125,859	\$	129,300	\$	3,441
15 +	\$	128,226	\$	130,300	\$	2,074

In addition to the updated salary scale above, Pel-Air introduced a \$10,000 per annum dual rating allowance to each AV pilot, paid immediately regardless of the date in which the individual pilot commences type rating on the B350/B360 aircraft.

In July 2024, the above base salaries will be increased by 3.6% in accordance with pilot's employment contracts.

Pel-Air is committed to moving forward with negotiations, but due to the budget afforded to both contracts, we cannot agree to the claim for base salaries nor the expenses and allowances.

Pel-Air requests that AFAP reconsider their remuneration claim in considering the above and if the AFAP are not prepared to do this, we ask that you provide a justification for the base salary claim with a breakdown of how this was derived. We also ask that you provide a justification for the expenses and allowances claim.

We are willing to meet with the AFAP to discuss further, but would appreciate a response to the above prior to coordinating a meeting.

Kind regards,



Eugene Lee
Chief Operating Officer



18 July 2024

Eugene Lee
Chief Operating Officer
Pel-Air Aviation Pty Ltd

By Email: eugene.lee@pelair.com.au

Copy to: paula.tran@rex.com.au

Dear Eugene

Re: Pel-Air Ambulance Pilot Negotiations – Without Prejudice

We refer to your letter 1 July 2024, responsive to the AFAP's remuneration claim sent to you on 5 June 2024.

You have requested that the AFAP provide Pel-Air with justifications for:

- a) the base salary claim; and
- b) the expenses and allowances claim.

We provide that information as follows.

Base salary claim

The AFAP claim is consistent with comparable operators. It is appropriate given the current inflationary environment and a pilot labour market where local operators and airlines are finding it difficult to attract and retain experienced pilots.

Pel-Air employs a skilled group of pilots that should be appropriately compensated for the skills utilised for the benefit of Pel-Air.

The AFAP claim adopts the tiered structure already in place at Pel-Air and treats both bases equally. There is no reason to question equal treatment of your pilot bases when discussing base remuneration.

Below are some relevant industry comparators for your information:

RFDS Qld

- a) Type – B200, B350, B360
- b) No requirement to hold an ATPL

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c) For a line pilot:

	May 2024 (DOC)	May 2025	May 2026
Base	\$144,746.56	\$150,536.42	\$155,052.52

In addition, the following amounts were/are to be made:

- a) A one-off payment of an industry allowance of \$6,000 to be paid on DOC
- b) An industry allowance equivalent to a total of \$6,000 paid in fortnightly increments for the period commencing from the 12-month anniversary of the commencement of the Agreement until the day immediately prior to the 24-month anniversary of DOC (paid in year 2 of the Agreement only)
- c) Retention bonus of \$5,000 on the 12-month anniversary of DOC
- d) Retention bonus of \$5,000 on the 24-month anniversary of DOC

RFDS WO

- a) Type – PC12 (PC24 108% of PC12)
- b) No requirement to hold an ATPL
- c) For a 4+ year line pilot:

	June 2023 (DOC)	June 2024	June 2025	June 2026
Base	\$150,000	\$154,000	\$159,135	\$163,909

In addition, there was a one-off payment on date of commencement depending on length of service:

- a) Less than 18 months: \$5,000
- b) Greater than 18 months: \$7,500
- c) Greater than 36 months: \$10,000
- d) Greater than 48 months: \$15,000

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CareFlight Fixed Wing

- a) Type – B200
- b) For a 5+ year line pilot:

	May 2024	May 2025	May 2026
Base	\$159,044	\$163,815	\$168,729
NT Allowance	\$14,000	\$14,000	\$14,000
NT Retention Allowance	\$4,000	\$4,000	\$4,000
Total (with ATPL)	\$177,044	\$181,815	\$186,729
Total (without ATPL)	\$174,044	\$178,815	\$183,729

Given the experience of your pilot workforce, the AFAP claim is clearly justifiable by reference to industry.

The AFAP claim can in no way be seen to be extraordinary, nor could it possibly be unexpected by Pel-Air.

Expenses and Allowances

We are unsure which expense or allowance item appear to require justification.

The majority of them are by reference to the minimums set by the *Air Pilots Award 2020* and/or in line with Pel-Air's current practices.

For the lost RDO payment, we have raised this from Pel-Air's current payment in order to align with industry. For example:

RFDS Qld

- a) Rostered Day Off (day): \$1,082.43
- b) Rostered Day Off (night): \$1,424.25

CareFlight Fixed Wing

- a) Extra Day Shift: \$1,000
- b) Extra Night Shift: \$1,100

If there are any particular expenses or allowances in the AFAP claim that you are concerned about, please inform us and provide reasons for your concern. We will then address the concern as best we can.

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We note Pel-Air has not provided us with its remuneration proposal or its proposed rostering principles. Pel-Air had previously undertaken to endeavour to have these to us by 14 June 2024.

Please provide these to us by no later than Friday, 26 July 2024.

Depending on the response of Pel-Air to the contents of this letter, Pel-Air's remuneration proposal and proposed rostering principles, the AFAP considers that a section 240 conference would be beneficial in assisting the parties reach an agreement that can be put to the pilots for their consideration and vote.

Yours sincerely

Andrew Molnar
Legal Counsel
Australian Federation of Air Pilots

AUSTRALIAN FEDERATION OF AIR PILOTS

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8 August 2024

Attention: Andrew Molnar
Australian Federation of Air Pilots
Level 4, 132-136 Albert Road
South Melbourne, VIC 3205
Email: andrew@afap.org.au

Doc No: PA24/082

Dear Mr Molnar,

Pel-Air Ambulance Pilot Negotiations – Without Prejudice

Pel-Air acknowledges receipt of your letter dated 18 July 2024 in response to our letter dated 1 July 2024. We note the AFAP has chosen not to reconsider their remuneration claim.

As we highlighted previously, AFAP's base salary proposal ranges from approximately 19% to 45% increase across the years of service levels on current wage levels.

We also highlighted that all current Ambulance New South Wales employees receive the Ambulance Duty Flying Allowance (ADFA) payment on top of their base salaries of \$50,000 gross per year (less any on-costs but inclusive of superannuation) equating to approximately \$40,000 gross per year. This equates approximately for a year 1 pilot to \$159,000 or a year 3 pilot to \$164,000 per annum.

The AFAP's remuneration claim, including the ADFA claim, would see a year 1 pilot earning approximately \$190,000 gross per year or a year 3 pilot earning approximately \$195,000 gross per year. These figures far exceed the gross annual salary of a line pilot at the RFDS Qld, a year 4+ line pilot at the RFDS WO and a year 5+ line pilot at CareFlight Fixed Wing, as presented in your letter dated 18 July 2024. For this reason, we asked the AFAP to provide justification for both the base salary claim and the expenses and allowances claim.

Pel-Air is committed to moving forward with negotiations however, as advised due to budget afforded to both contracts, we cannot agree to the claim for base salaries nor the expenses and allowances.

I would like to reiterate that Pel-Air opened dialogue with the respective state ambulance services some time ago, and this resulted in the introduction of the ADFA for the Ambulance New South Wales employees. Pel-Air continues to engage with Ambulance Victoria however, progress is slower due to the finances of the state government.

We are willing to meet with the AFAP to discuss further, but would appreciate the AFAP reconsider its position in relation to the remuneration claim.

Kind regards,



Eugene Lee
Chief Operating Officer
Pel-Air Aviation Pty Ltd

Pel-Air Remuneration Offer – 16 August 2024 – WITHOUT PREJUDICE

Ambulance Victoria (Essendon base)

Year	Annual Salary (\$) from ratification of agreement	Annual increment On 1 July
# Training	\$101,142.10	+ Annual CPI to July
1	\$117,226.00	+ Annual CPI to July
2	\$129,140.00	+ Annual CPI to July
3	\$133,905.60	+ Annual CPI to July
4	\$133,905.60	+ Annual CPI to July
5	\$138,671.20	+ Annual CPI to July
6	\$138,671.20	+ Annual CPI to July
7	\$140,277.00	+ Annual CPI to July
8	\$140,277.00	+ Annual CPI to July
9	\$141,882.80	+ Annual CPI to July
10	\$141,882.80	+ Annual CPI to July
11	\$142,918.80	+ Annual CPI to July
12	\$142,918.80	+ Annual CPI to July
13	\$143,954.80	+ Annual CPI to July
14	\$143,954.80	+ Annual CPI to July
15 and above	\$144,990.80	+ Annual CPI to July

Note: # Until successful Check-to-Line.

SUPERVISORY & CHECK PILOT LOADINGS

Title	Loading
Training Captain	6% of Annual Salary (as per table above)
Simulator and/or Aircraft Training and Check Captain	14% of Annual Salary (as per table above)

EXPENSES & ALLOWANCES TABLE

Title	Amount	Increment from July 2025
Loss of Licence Insurance	Reimbursement up to \$2,753.00 on production of evidence of payment or participation in Group's insurance scheme	CPI on 1 July (each year)
Phone and Internet Allowance	\$29.40 per fortnight	CPI on 1 July (each year)
Overnight Away from Home Base	As per Air Pilots Award	As per Air Pilots Award
Overtime Meal Allowance for duty Period in excess of five hours without a 30 minute break free of duty	\$25.38	CPI on 1 July (each year)
Ipad Data Allowance	\$10.48 per fortnight	CPI on 1 July (each year)
Annual Leave Loading	Incorporated into annual salary	Not applicable

NSW Ambulance (Mascot base)

Year	Annual Salary (\$) from ratification of agreement	Annual increment On 1 July
# Training	\$101,592.75	+ Annual CPI to July
1	\$123,612.29	+ Annual CPI to July
2	\$123,612.29	+ Annual CPI to July
3	\$128,622.02	+ Annual CPI to July
4	\$128,622.02	+ Annual CPI to July
5	\$133,631.76	+ Annual CPI to July
6	\$133,631.76	+ Annual CPI to July
7	\$138,641.49	+ Annual CPI to July
8	\$138,641.49	+ Annual CPI to July
9	\$143,651.22	+ Annual CPI to July
10	\$143,651.22	+ Annual CPI to July
11	\$148,660.95	+ Annual CPI to July
12 and above	\$148,660.95	+ Annual CPI to July

Note: # Until successful Check-to-Line.

SUPERVISORY & CHECK PILOT LOADINGS

Title	Loading
Training Captain	6% of Annual Salary (as per table above)
Simulator and/or Aircraft Training and Check Captain	14% of Annual Salary (as per table above)

EXPENSES & ALLOWANCES TABLE

Title	Amount	Increment from July 2025
Loss of Licence Insurance	Reimbursement up to \$2,753.00 on production of evidence of payment or participation in Group's insurance scheme	CPI on 1 July (each year)
Phone and Internet Allowance	\$29.40 per fortnight	CPI on 1 July (each year)
Overnight Away from Home Base	As per Air Pilots Award	As per Air Pilots Award
Overtime Meal Allowance for duty Period in excess of five hours without a 30 minute break free of duty	\$25.38	CPI on 1 July (each year)
Ipad Data Allowance	\$10.48 per fortnight	CPI on 1 July (each year)
Annual Leave Loading	Incorporated into annual salary	Not applicable
Ambulance Duty Flying Allowance (ADFA) – applicable only to pilots joining before 30 June 2025	\$1,596.15 per fortnight, subject to Eligible Period *	CPI on 1 July (each year)

Note: * Eligible Period means the pilot is available to fly the line, with Annual Leave and Long Service Leave periods being entitled as well.

NOTE: COMPONENTS COMMON TO ALL BASES UNLESS INDICATED OTHERWISE

(1) Shift Times

Victoria

Group	Shift	Period
A	A1	0600 – 1300
	A2	0600 – 1430
	A3	0700 – 1500
B	B1	1300 – 2200
	B2	1430 – 2230
	B3	1500 – 2300
C	C1	2230 – 0630
	C2	2300 – 0700

NSW

Group	Shift	Period
A	AM1	0600 – 1400
	AM2	0600 – 1400
	AM3	0700 – 1500
	AM4	0800 – 1600
B	PM1	1200 – 2000
	PM2	1400 – 2200
	PM3	1400 – 2200
	PM4	1600 – 0000
C	N1	2000 – 0600
	N2	2200 – 0800

(2) Roster Publication

- a) Rosters will cover a 28-day period and will be published 14 days in advance.
- b) A pilot will be rostered 10 RDOs in each 28-day period.
- c) Unless otherwise agreed with the pilot, RDOs will be rostered in minimum groups of 2.
- d) At least 2 pairs encompassing a Saturday and a Sunday.
- e) An RDO is defined as from 2200 the day before until 0600 the day after the RDO.
- f) In between RDOs, a pilot may be rostered the shifts listed at (1) above, and will be rostered in order of group A to B to C, or A to C.
- g) A Pilot will not be rostered more than 4 consecutive night shifts in a row (and must be allowed 12 hours minimum rest between night shifts)

(3) Changes after Roster Publication

- a) An RDO may only be altered with the agreement of the Pilot. Where a Pilot agrees to alter an RDO, the Pilots will be entitled to the lost RDO payment and a day in lieu.
- b) A Pilot may be required to overrun the end of a rostered shift for the purposes of a Priority 1, in which case they will be entitled to the duty extension payment for each hour extended or part thereof. Where the extension results in the Pilot overrunning past 2200 the day prior to an RDO, the Pilot will be considered to have worked the RDO. The RDO will become a grey day, and the Pilot will be entitled to receive the lost RDO payment and a day in lieu.

Offered Without Prejudice Pel-Air Response

Claim	AFAP Proposal	Pel-Air Response
Shift Times	See below	We wish to highlight that the shift time for Victoria, A2 is incorrect. It should be 0630 to 1430.
Roster Publication (a)	a) Rosters will cover a 28-day period and will be published 14 days in advance	Pel-Air can agree to this provided that the Company can make changes outside of 14 days of the Duty. Within 14 days of the duty, mutual consent is required.
Roster Publication (b)	b) A pilot will be rostered 10 RDOs in each 28-day period.	Pel-Air does not agree to 10 RDOs and maintains 8 RDO's in a 28-day roster period.
Roster Publication (c)	c) Unless otherwise agreed with the pilot, RDOs will be rostered in minimum groups of 2.	Pel-Air cannot agree to 2 consecutive RDO's.
Roster Publication (d)	d) At least 2 pairs encompassing a Saturday and a Sunday.	Pel-Air can agree to ensure that a Pilot is rostered at least one weekend off in each 28-day cycle, where practical.
Roster Publication (e)	e) An RDO is defined as from 2200 the day before until 0600 the day after the RDO.	We wish to discuss this further, as it is our view that given it is a 24 hour operation these proposed times do not work.
Roster Publication (f)	f) In between RDOs, a pilot may be rostered the shifts listed at (1) above, and will be rostered in order of group A to B to C, or A to C.	To be discussed further, but on first review, Pel-Air does not agree to the claim due to flexibility reduction.
Roster Publication (g)	g) A pilot will not be rostered more than 4 consecutive night shifts in a row (and must be allowed 12 hours minimum rest between night shifts	We wish to discuss this further with the AFAP to understand what constitutes as a night shift.
Changes after Roster Publication	a) An RDO may only be altered with the agreement of the Pilot. Where a pilot agrees to alter an RDO, the pilots will be entitled to the lost RDO payment and a day in lieu.	Agree that the RDO may only be altered with the agreement of the Pilot. The pilot will be entitled to one substitute day off for working on a RDO. Alternatively, the pilot may elect for a casual day payment in lieu of the substitute day off.
Changes after Roster Publication	b) A Pilot may be required to overrun the end of a rostered shift for the purposes of a priority 1, in which case they will be entitled to the duty extension payment for each hours extended or part thereof. Where the extension results in the Pilot	A Pilot may be required to overrun the end of a rostered shift, as permitted under the approved fatigue risk management system (FRMS). With respect to ANSW, the ADFA payment encompasses additional two hours on a shift.

	<p>overrunning past 2200 the day prior to an RDO, the pilot will be considered to have worked the RDO. The RDO will become a grey day, and the Pilot will be entitled to receive the lost RDO payment and a day in lieu.</p>	<p>Pel-Air would like to discuss further to understand when the payment would be applicable for example – if a rostered shift finishes at 2300.</p> <p>We need to understand how the rostering would apply if a grey day is assigned – ie. how does A to C rostering work in this situation?</p>
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(1) Shift Times

Victoria

Group	Shift	Period
A	A1	0600 – 1300
	A2	0600 – 1430
	A3	0700 – 1500
B	B1	1300 – 2200
	B2	1430 – 2230
	B3	1500 – 2300
C	C1	2230 – 0630
	C2	2300 - 0700

NSW

Group	Shift	Period
A	AM1	0600 – 1400
	AM2	0600 – 1400
	AM3	0700 – 1500
	AM4	0800 – 1600
B	PM1	1200 – 2000
	PM2	1400 – 2200
	PM3	1400 – 2200
	PM4	1600 - 0000
C	N1	2000 – 0600
	N2	2200 - 0800