

Roster Review



Alternate roster options have been developed from results of the 'Roster Survey' and engagement with the TWU and Workforce Planning Committee

These options have been emailed to all staff and made available on the portal

Further consultation will be sought once financial and leave impacts are confirmed

Guiding principles of the rosters are:

- Shorter and fewer night shifts
- Improved coverage during peak demand
- Fairness, equity and predictability
- Retention of core 4x4 roster pattern
- A roster that supports work life balance



Roster Review

Option 1 – 10s & 12s

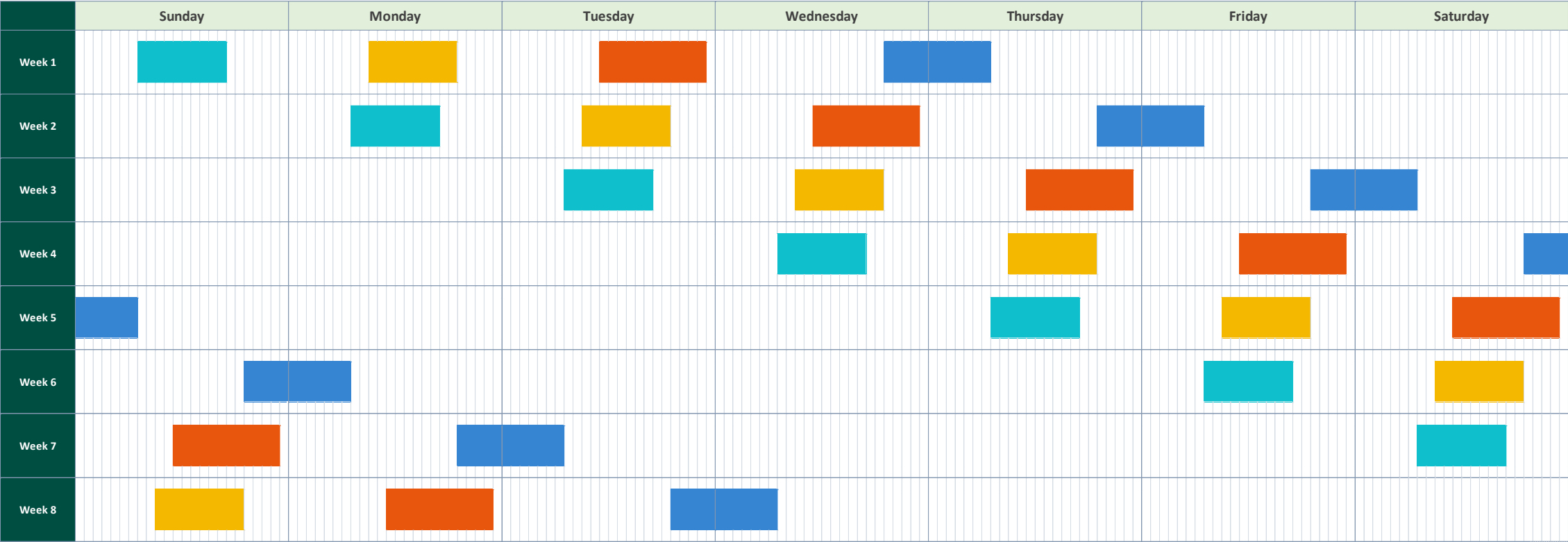
Key Components:

- Consists of a morning, day, afternoon and night shift
- Morning and day shifts are **10 hours**
- The afternoon and night shifts are **12 hours**
- Three lines of coverage for **6 hours**
- **20 hour** break between afternoon and night shift

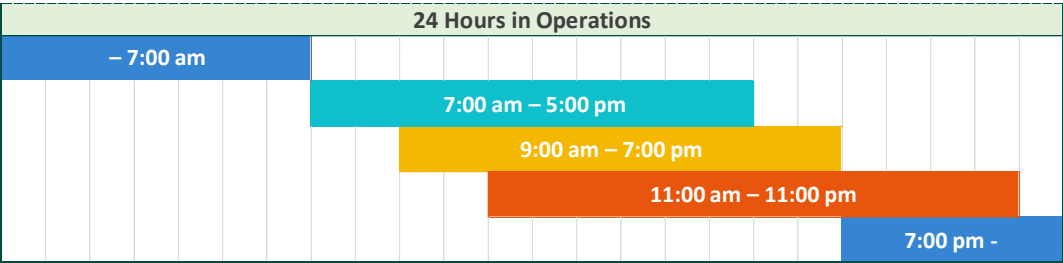
Considerations:

- Early finish on morning shift
- Larger break between daytime shifts
- Less rostered hours that incur penalties
- No coverage at the end of a night shift

Option 1 – 10s & 12s



| | | |
|----------------------|---------------------|------------|
| Morning | 7:00 am - 5:00 pm | 10 |
| Break between shift: | | 16.0 hours |
| Day | 9:00 am - 7:00 pm | 10 |
| Break between shift: | | 16.0 hours |
| Afternoon | 11:00 am - 11:00 pm | 12 |
| Break between shift: | | 20.0 hours |
| Night | 7:00pm - 7:00 am | 12 |





Roster Review

Option 2 – Straight 12s

Key Components:

- Consists of a morning, day, afternoon and night shift
- All shifts are **12 hours**
- Three lines of coverage for **9 hours**
- **20 hour** break between afternoon and night shift

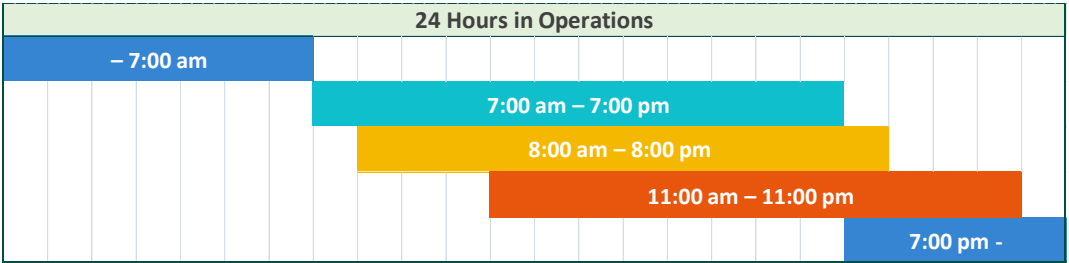
Considerations:

- Longest day shifts
- Shorter break between daytime shifts
- More rostered hours that incur penalties
- No coverage at the end of a night shift

Option 2 – Straight 12s

| | Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Week 1 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | | |
| Week 2 | | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | |
| Week 3 | | | <div></div> | <div></div> | <div></div> | | <div></div> |
| Week 4 | | | | <div></div> | <div></div> | <div></div> | <div></div> |
| Week 5 | <div></div> | | | | <div></div> | <div></div> | <div></div> |
| Week 6 | | <div></div> | | | | <div></div> | <div></div> |
| Week 7 | <div></div> | | <div></div> | | | | <div></div> |
| Week 8 | <div></div> | <div></div> | | <div></div> | | | |

| | | |
|----------------------|---------------------|------------|
| Morning | 7:00 am - 7:00 pm | 12 |
| Break between shift: | | 13.0 hours |
| Day | 8:00 am - 8:00 pm | 12 |
| Break between shift: | | 15.0 hours |
| Afternoon | 11:00 am - 11:00 pm | 12 |
| Break between shift: | | 20.0 hours |
| Night | 7:00pm - 7:00 am | 12 |





Roster Review

Option 3 – 11hr Variant

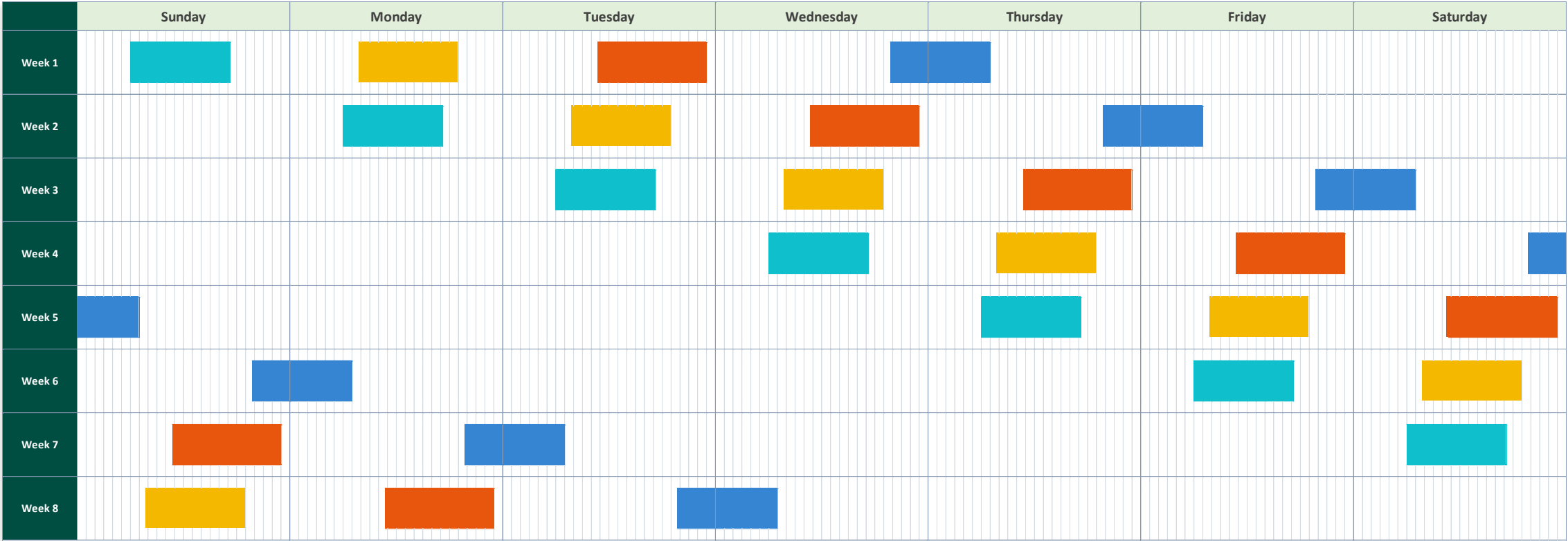
Key Components:

- Consists of morning, day, afternoon and night shift
- Morning, day and night shift are **11.25 hours**
- Afternoon shift is **12.25 hours**
- Three lines of coverage for **6.5 hours**
- **20.75 hours** break between afternoon and night shift

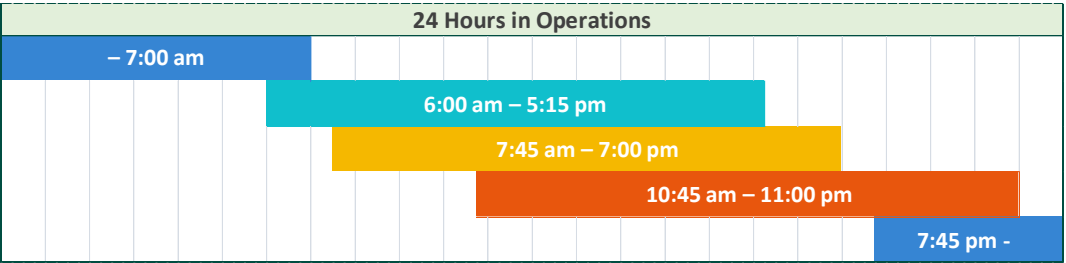
Considerations:

- Coverage at the end of night shift
- Start shift 'vehicle check' time
- Shortest night shift
- Largest break before night shift
- Earliest start on morning shift

Option 3 – 11hr Variant



| | | |
|----------------------|---------------------|-------------|
| Morning | 6:00 am - 5:15 pm | 11.25 |
| Break between shift: | | 14.5 hours |
| Day | 7:45 am - 7:00 pm | 11.25 |
| Break between shift: | | 15.75 hours |
| Afternoon | 10:45 am - 11:00 pm | 12.25 |
| Break between shift: | | 20.75 hours |
| Night | 7:45pm - 7:00 am | 11.25 |





Roster Review

Option 4 – 14 hour Night

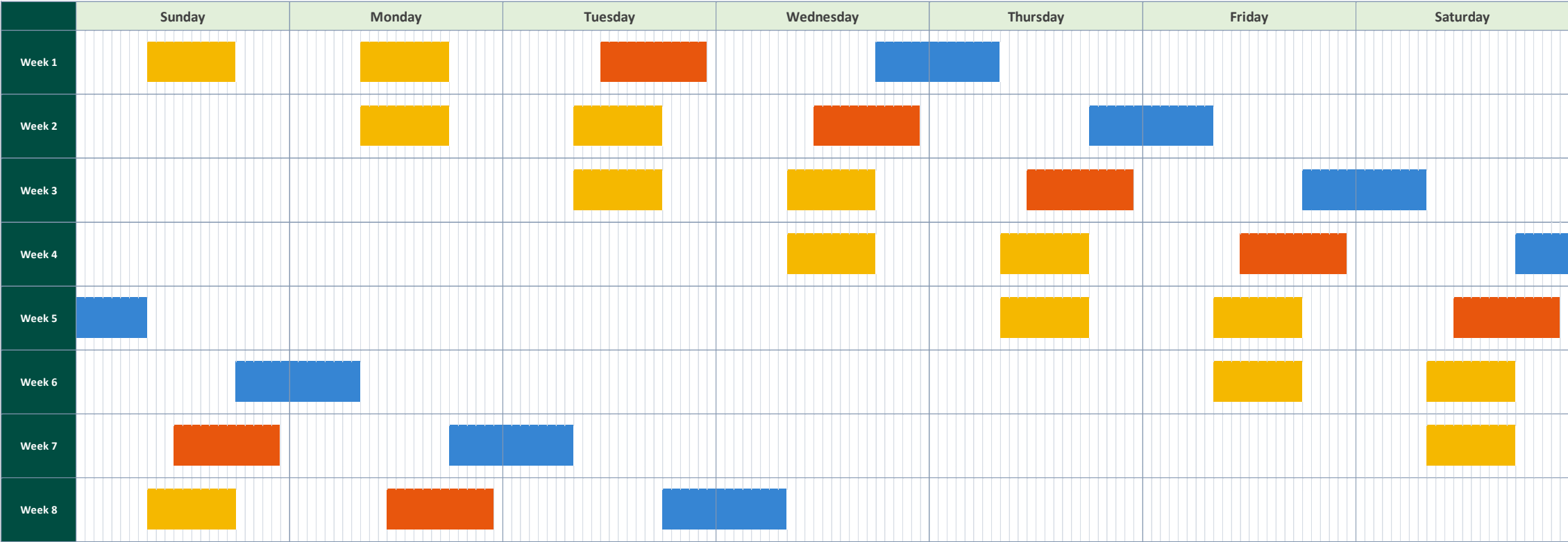
Key Components:

- Consists of two (2) day shifts, an afternoon and a night shift
- Day shifts are **10 hours**
- Afternoon shift is **12 hours**
- Night shift is **14 hours**
- Three lines of coverage for **7 hours**
- **19 hours** break between afternoon and night shift

Considerations:

- Smallest change from current roster
- No staggered start time to first two shifts
- Less rostered hours that incur penalties
- No coverage at the end of a night shift
- Longest night shift
- Shortest break between afternoon and night shift

Option 4 – 14 hour Night



| | | |
|----------------------|---------------------|------------|
| Day | 8:00 am - 6:00 pm | 10 |
| Break between shift: | | 14.0 hours |
| Day | 8:00 am - 6:00 pm | 10 |
| Break between shift: | | 17.0 hours |
| Afternoon | 11:00 am - 11:00 pm | 12 |
| Break between shift: | | 19.0 hours |
| Night | 6:00pm - 8:00 am | 14 |

