

UNION FACT SHEET 7

Night Shift Allowance – Recognising Overnight Work

Queensland Ambulance Service Employees

What the Change Means

The *QAS Certified Agreement 2025* introduces a new Night Shift Allowance for employees who work night shifts.

This allowance is paid per shift and recognises the real fatigue, health, and wellbeing impacts of sustained overnight work.

It is calculated at 5 % of the base hourly rate for Level 2 Band 2 Increment 5 (ACP) for each ordinary hour of a night shift worked.

If you work a night shift, you now receive an extra 5 % per hour on top of your existing 15 % night loading.

The allowance also applies to Level 6 employees who work night shifts.

What the Law Says

Under the *Industrial Relations Act 2016 (Qld)*, enterprise agreements can include allowances to compensate for adverse working conditions.

This new allowance was negotiated to address fatigue and wellbeing risks not covered by the existing 15 % night-shift loading.

The allowance is a stand-alone payment and does not replace or reduce existing penalties, loadings, or aggregated allowances.

How it is paid:

- To be eligible for a night coverage allowance, an employee must work a minimum of 4 hours of the rostered night shift.
- For the purposes of this clause, a night shift has the meaning as defined in clause 26.1.3 which includes weekends.

When it's Not Paid:

- You work less than 4 hours of the shift
- The shift finishes after midnight due to a shift extension.
- The night coverage allowance is not to be included when calculating leave loading, allowances, penalty rates, the aggregated allowance, casual loading, overtime and related entitlements.

How It Differs from the 15 % Night-Shift Loading

Payment Type	Purpose	When It Applies	Rate / Value
15 % Night-Shift Loading	Compensates for working unsociable hours	Automatically applied to ordinary hours worked on a night shift	15 % of base hourly rate
Night-Shift Allowance (New)	Recognises health, fatigue and wellbeing impacts	Paid per night-shift hour actually worked	5 % of ACP (L2 B2 I5) base hourly rate

These are separate payments — you receive both for every hour of a night shift.

Annual Value of the Allowance

Year	ACP L2 B2 I5 (Fortnightly Rate)	Approx. Hourly Rate	5 % Allowance (per hour)
2025	\$3,826	\$47.83	\$2.39/hr
2026	\$3,922	\$49.02	\$2.45/hr
2027	\$4,020	\$50.25	\$2.51/hr

Examples – What You Might Earn Per Year (12-hour shifts)

Roster Type	Night Shifts per Fortnight	Hours per Shift	Approx. Annual Value (2025)
Occasional (1 per fortnight)	1	12	\$745 / year
Standard rotating (2 per fortnight)	2	12	\$1,490 / year
Regular night roster (4 per fortnight)	4	12	\$2,980 / year
Heavy night roster (6 per fortnight)	6	12	\$4,470 / year

(Rounded estimates based on \$2.39 per hour for 12-hour shifts: increasing each year of the agreement)

Level 6 employees receive the same per-shift allowance.

Why It Matters

Night work takes a physical and mental toll — disrupted sleep, fatigue, and increased psychosocial risk.

This allowance finally recognises those impacts for all shift workers, including paramedics, PTOs, EMDs, and Level 6 officers.

While the Union sought classification-based rates, QAS agreed only to the ACP (L2 B2 I5) reference rate.

This sets a foundation for improvement in future EB negotiations.

Union Tip

This is a direct win from EB 2025 — recognition that night work is demanding and deserves proper compensation.

Track your night shifts and check your payslip to ensure the allowance is being applied correctly.

Every hour of every night shift (excluding overtime shifts) now earns an extra 5 % allowance — on top of your 15 % loading

These fact sheets are provided to assist UWU members in understanding their new and existing rights and entitlements.

For any further questions or clarification, please contact a UWU Official at qldambulance@unitedworkers.org.au or speak with your local UWU State Council Delegate.