

## UNION FACT SHEET 9

## Broken Fatigue Payment – Sundays

## Queensland Ambulance Service Employees

**What the Change Means**

The *QAS Certified Agreement 2025* introduces a new entitlement — the Broken Fatigue Payment (Sundays).

It ensures that where an employee remains engaged during a fatigue rest period on a Sunday, they are compensated at 50% again of the base rate — the same structure used for broken fatigue payments on Saturdays.

If your Sunday fatigue break is interrupted by work or operational duties, you now receive an additional 50% payment for that period.

**What the Law Says**

Under the Work Health and Safety Act 2011 (Qld), QAS has a duty to eliminate or minimise fatigue-related health and safety risks (sections 17–19).

This includes ensuring that officers are not exposed to unsafe working hours or interrupted rest periods.

The *QAS Certified Agreement 2025* introduces a specific Broken Fatigue Payment for Sundays, acknowledging both the WHS obligations and the disruption caused to recovery at the end of a roster cycle.

**When It Applies**

The Broken Fatigue Payment (Sundays) applies when:

- When your fatigue break is broken on a Sunday

It does not apply when:

- Recall to duty outside of duty hours. These remain a minimum 2-hour double time payment.

**How It's Paid**

- Paid at 50% again of your base rate for the affected period.
- From certification, an additional 50% penalty payment will apply for broken fatigue on a Sunday.
- Paid in addition to ordinary Sunday penalties and allowances.

## Why It Matters

This payment acknowledges that being “on fatigue break” but still required to perform work is not true rest.

You are no less tired on a Sunday than any other day of the week.

## Union Tip

This clause reinforces that fatigue management is an industrial right, not just a safety process.

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

*For any further questions or clarification, please contact a UWW Official at [qldambulance@unitedworkers.org.au](mailto:qldambulance@unitedworkers.org.au) or speak with your local UWW State Council Delegate.*