

SLEEPOVER SHIFTS

KNOW YOUR RIGHTS

THE
DISABILITY
SECTOR
UNION

UNITED
WORKERS UNION

UPDATED SCHADS Award Provisions - June 2026

As part of the Fair Work Commission Sleepover Case, UWU has won confirmation that Sleepover Shifts are not breaks. This protects a principle that Disability Support Workers fought hard to defend: **sleepover shifts are work.**

From the first full pay period on or after 1 June 2026:

- A sleepover is **not a break** between shifts.
- Employers and employees can **agree to work up to 12 ordinary hours** around a sleepover.
- The usual 10-hour break before or after a sleepover **can be reduced to 8 hours by agreement.**
- **Overtime arrangements change** where a worker has agreed to a 12-hour sleepover arrangement.
- The Award provides greater **clarity about how shift penalties** apply before and after a sleepover.

YOUR SLEEPOVER RIGHTS

- ✓ You **cannot be forced** to agree to a 12-hour sleepover arrangement.
- ✓ You **cannot be forced** to reduce your rest break from 10 hours to 8 hours.
- ✓ Your employer **must consult** workers about the proposed changes to sleepover arrangements.
- ✓ You **have the right to say NO** to changes that require your agreement.

If you are covered by an enterprise agreement, these Award changes may not apply to you. Check with your union delegate or organiser.

KEY THINGS TO KNOW

REDUCED BREAKS

The standard 10-hour break before or after a sleepover may be reduced to 8 hours, but only if you agree.

OVERTIME

Where you have agreed to a 12-hour sleepover arrangement, overtime will generally apply after 12 ordinary hours rather than after 10 hours.

SHIFT PENALTIES

The Award now provides clearer rules about how shift penalties apply to work performed before and after a sleepover.

EXAMPLE: 12-HOUR SLEEPOVER ARRANGEMENT

Current arrangement:

6 pm-12 am (6 hours)
Sleepover
8 am-12 pm (4 hours)
Total ordinary hours = 10 hours

Under the new rules you may be asked to change to:

4 pm-12 am (8 hours)
Sleepover
8 am-12 pm (4 hours)
Total ordinary hours = 12 hours

IMPORTANT: This change can only happen if YOU agree. You have the right to refuse a 12-hour arrangement.

NEED SUPPORT? TALK TO YOUR UNION!

- Talk to your United Workers Union delegate or organiser.
- Email: supportworkersunited@unitedworkers.org.au
- Visit: www.unitedworkers.org.au
- Call: 1800 622 900

NOT YET A MEMBER OF YOUR UNION?

Joining your union will ensure you're getting the annual leave you're entitled to.



DISABILITY SUPPORT WORKERS
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