



EXPEDITIONER WORKING HOURS

The requirements of Antarctic duty vary such that employees are regularly required to undertake additional hours beyond an average of 37 hours and 30 minutes per week. Due to the nature of the work, we undertake, there is a business need to ensure that our stations are supported 24 hours-per-day, seven days-per-week (24/7). Due to operational requirements, expeditioners will also be required to work reasonable additional hours (which will include weekend work), in accordance with section 62(1) of the *Fair Work Act 2009* (Cth) (**FW Act**) throughout their employment in AAD.

While we do not expect that expeditioners will work 24/7, expeditioners may be required to undertake reasonable additional hours to support the achievement of our operational objectives and the community needs. This may relate to, but not be limited to, callouts, powerhouse issues, resupply, fuel transfers, emergency response, community duties, and training. AAD employees receive a range of allowances designed to compensate expeditioners for the unique working environment including the Allowance in Lieu of Overtime, a Common Duties Allowance and an Antarctic Allowance.

There may be a requirement for different personnel or work groups to undertake differing work hours based on specific station and operational requirements. The Station Leader will discuss individual requirements with the affected work group and/or individuals with a view to maintaining an appropriate, reasonable arrangement. The flexibility remains, with the approval of their Supervisor/Station Leader, for an Expeditioner to be granted additional time off to enable them to manage fatigue or undertake travel off-station, where they have either worked a significant number of hours beyond the normal expectations outlined above, or as part of an opportunity that has been prearranged with the Station Leader.

Station Leaders and Supervisors are to appropriately manage working hours and time off, based on an expeditioner's or work group's specific circumstances and operational requirements. Hours to be undertaken are to be consistent with the [AAD Fatigue Management Guide](#).

If you require further information regarding working hours, please discuss with your Station Supervisor or Station Leader. In the event that further clarification is required, your Station Leader will seek further guidance from the Station and Field Operations Manager, relevant Technical Supervisor(s), and/or the AAD People Partnership Team.