

Hireup inactive sleepover interpretation - summary:

A sleepover booking goes for 12 hours - made up of 8 hours of sleep and 4 hours of support before and/or after sleeping. During the 8 hours of sleep, there is no expectation of being woken, but the rate does include 1 hour of assistance where required during the night.

Hireup inactive sleepover interpretation - detailed:

The following information is available at:

<https://help.hireup.com.au/hc/en-us/articles/360015683752-How-do-sleepover-bookings-work->

The sleepover rates below reflect the 12 hours (8 sleep and 4 support hours) and are only an approximate as weekday rates change according to time of day. A sleepover shift is a booking of 12 hours, made up of 8 hours of sleep and 4 hours of additional support before and/or after sleeping.

8 hours of sleep

During the 8 hours of sleep, there is no expectation of being woken, except for (up to) two hours of assistance where required during the night. The rate charged for the sleep component of the booking is for the whole 8 hour block (not per hour). If more than 2 hours of support is required during the sleeping block then the booking will require cancelling and rebooking as an active overnight booking.

Additional 4 hours of support

The 4 hours of support booked either side of the 8 hour sleepover is charged at the relevant daily/hourly rate.

It's not mandatory to book a worker for the full additional 4 hours of support, i.e. you can book less than that on our platform. However, you'll still be charged for 4 hours of support, as this is a minimum payment requirement outlined by the SCHADS industry award (the award covering our support workers). These hours are called sleepover compliance hours (i.e. hours that aren't technically worked but are paid to meet the 12 hour requirement).

For flexibility around when the additional 4 hours of support can take place, your worker can sign an Individual Flexibility Agreement (IFA). An IFA is an agreement between an employee and employer that provides flexibility to clauses in an industry award (SCHADS). By signing the IFA, you and your worker will be able to split the 4 hours and book them before and/or after the sleepover e.g. 2 hours before, 2 hours after (instead of 4 hours consecutively). Support workers aren't obligated to sign an IFA, however, all support workers who wish to continue working sleepovers will have to sign an IFA in order to work those hours flexibly.

Before requesting a sleepover booking, the Hireup platform will calculate the correct rate for your sleepover shift.