



Workplace Union Delegates (paid time for part-time and shift working union delegates)

– What’s Changed

Key Changes:

Provision has been made for part-time and shift working workplace union delegates to take their entitlement to paid training leave for union endorsed courses and to attend union conferences as ordinary time. Wherever possible, the employee and agency will agree to rearrange the employees work pattern so that the training can be attended as part of the employee’s work pattern.

In exceptional circumstances, where it is not possible to rearrange the employee’s work pattern, provision has been made for part-time and shift working workplace delegates to attend union endorsed training conferences or courses on non-workdays or a rostered day off and still be paid as part of their workplace delegate training leave entitlement.

What this means in practice

A workplace union delegate who works part-time or is a shift worker should, wherever possible (as mutually agreed with their manager), rearrange their work pattern so that attendance at a union-endorsed course or conference can be undertaken as part of their agreed work pattern.

In exceptional circumstances, where it is not possible to rearrange the work pattern a part-time employee or shift worker may attend a union endorsed course or conference on a non-working day or rostered day off and still be paid their normal rate of pay. This forms part of the workplace union delegate leave entitlement.

Workplace delegate training leave is taken as ordinary time and the employee is to be paid their normal rate of pay for attendance at the union-endorsed course or conference.

When does this change apply?

This change applies from 11 May 2026.