




# Pay statements explained – Annual leave & R&R payout upon termination (Fortnightly)

You can access your pay statement using the SuccessFactors mobile app. This QRG explains your termination pay statement in more detail and explains what the line items 'Term Marginal Ann Lve' and 'Term ETP RNR' mean.

**Term Marginal Ann Lve**  
(Termination Marginal Annual Leave)

**Term ETP RNR**  
(Eligible Termination Payment RNR)

**Pay Statement**



**IFM SERVICES PTY LTD**  
ABN: 28 608 575 668

**Employee ID:** \_\_\_\_\_ **Instrument:** \_\_\_\_\_ **Period Starting:** \_\_\_\_\_  
**Position:** \_\_\_\_\_ **Classification:** \_\_\_\_\_ **Period Ending:** \_\_\_\_\_  
**Roster:** \_\_\_\_\_ **Pay Date:** \_\_\_\_\_

Payments	Retro	Hours/Units	Rate	Amount	YTD Amount
Ordinary Hours		56.98	28.32130	1,614.34	1,614.34
Overtime (Rostered)		19.02	43.20520	821.07	821.07
Allowance (Broken Shift)		7.00	2.85000	19.95	19.95
RNR (Accrued)		38.00	21.45820	- 815.41	- 815.41
Penalty (Early)		3.50	3.93000	13.78	13.78
Term Marginal Ann Lve		73.81	28.32130	2,090.40	2,090.40
Term ETP RNR		49.00	21.45820	1,051.45	1,051.45
Leave Without Pay		11.00			
RnR (Unpaid)		11.00			
<b>Total Payments :</b>				<b>4,795.58</b>	
Deductions / Taxes	Retro			Amount	YTD Amount
Full Income tax				- 212.00	- 212.00
Tax Marginal Termination				- 704.00	- 704.00
Tax - Life Benefit ETP				- 336.00	- 336.00
<b>Total Deductions :</b>				<b>- 1,252.00</b>	
<b>NET PAY:</b>				<b>3,543.58</b>	<b>3,543.58</b>
Bank Payments	BSB Number	Account Number	Amount		
Superannuation	Retro	Fund Name	Member Number	Amount	YTD Amount
Super ER SGC				91.59	91.59
<b>Total Superannuation :</b>				<b>91.59</b>	
Year-To-Date Details					YTD Amount
Total gross					4,795.58
Full Taxable Gross					4,795.58
Full Income tax					- 212.00
Tax Marginal Termination					- 704.00
Tax - Life Benefit ETP					- 336.00
Absences	Retro	Leave Start	Leave End		
RnR (Unpaid)		02 Oct 2023	02 Oct 2023		
Leave Without Pay		10 Oct 2023	10 Oct 2023		

## Terminal Marginal Annual Leave

Any Annual leave and Long Service leave balances at the point of termination will be paid out. Please note that lump sum payments for unused annual leave and long service leave are not part of the employee's ETP. [Click here](#) to find out more about Annual Leave payouts upon termination, via the ATO website.

## Termination Eligible Payment RNR

RNR payments on termination are treated as an ETP as you are banking time to take at a later period. As such, these are treated differently on your income statement. [Click here](#) To find out more about ETPs via the ATO website.