

Pay statements explained – Public holiday impacts 8/6

You can access your pay statement using SuccessFactors. This QRG explains the pay differences between worked and not worked public holidays for 8/6 employees.

How public holidays are calculated

Public holidays are calculated in rates of pay assuming 6.29 public holidays days per year are worked based on a 8:6 roster.

**Employees are paid their public holidays and penalties in advance in the ordinary hours and rostered overtime hours as public holidays are calculated in rates of pay assuming 6.29 public holidays days per year are worked.

Therefore, employees are paid their public holiday penalties in advance, with blended ordinary and blended rostered overtime rates as per their annualised wage.

Adjustments when not working public holiday

If an employee takes leave (annual or sick leave) over a public holiday resulting in them not working the public holiday, an adjustment from public holidays hours that were already paid will occur as they did not work the public holiday. Note: No leave is deducted if you do not work the public holiday.

This adjustment will deduct monies from public holiday penalties for that period – identified as **PH Pen Adjust** in the pay statement.

The employee that did not work the holiday will revert to the standard 9.5 ordinary hours at the blended ordinary rate of pay (no penalties applied) identified as **PH Ros Not Worked** in the pay statement.

			ABN: 28 608	IFMS RTIO PILB EA		
	Chaf					
Position: Head	Cher		Roster:	IFM 8/0_11.0 (1x5a/1x5u)	Pay Date:	
Payments	Retro		Hours/Unit	is Rate	Amount	YTD Amount
Ordinary Hours			57.0	0 40.43570	2,304.84	2,304.84
PH Ros Not Worked			19.0	0 40.43570	768.28	768.28
Overtime (Rostered)			9.0	0 57.71790	519.48	519.48
Allowance (Tool)			1.0	0 15.29000	15.29	15.29
RNR (Taken)			66.0	0 24.45280	1,613.88	1,613,88
RNR (Accrued)			63.7	6 24.45280	- 1,559.14	- 1,559.14
PH Pen Adjust			19.0	0 49.00220	- 931.04	- 931.04
Penality (Late)			6.0	0 2.27000	13.62	13.62
IFMS Chef Allowance					384.62	384.62
Total Payments :					3,129.83	
Deductions / Taxes	Retro				Amount	YTD Amount
Full Income tax					- 714.00	- 714.00
Total Deductions :					- 714.00	
NET PAY:					2,415.83	2,415.83
Bank Payments			BSB Number	Account Number	r Amount	
					2,415.83	
Superannuation	Retro	Fund Name		Member Numbe	r Amount	YTD Amount
Super ER SGC					274.09	274.09
Total Superannuation :					274.09	
Year-To-Date Details						YTD Amount
Total gross						3,129.83
Full Taxable Gross						3,129.83
Full Income tax						- 714.00
Absences	Retro		Leave	Start Leave End		
						Hours
	Payments Ordinary Hours PH Ros Not Worked Overtime (Rostered) Allowance (Tool) RNR (Accrued) PH Pen Adjust Penalty (Late) EFMS Chef Allowance Total Payments : Deductions / Taxes Full Income tax Total Deductions : NET PAY: Bank Payments Superannuation Super ER SGC Total Superannuation : Vear-To-Date Details Total gross Full Income tax	Position: Head Chef Payments Retro Ordinary Hours PH Ros Not Workod Owertime (Rostered) Allowance (Tool) RNR (Accrued) PH Pen Adjust Penalty (Late) BMS (Chef Allowance) Total Payments : Deductions / Taxes Peductions / Taxes Retro Full Income tax Total Deductions : NET PAY: Bank Payments Superannuation Retro Superannuation s: Total Superannuation : Year-To-Date Details Total gross Full Taxable Gross Full Income tax	Position: Head Chef Payments Retro Ordinary Hours PH flos Not Workad Overtime (Tool) RNR (Accrud) RNR (Accrud) PH Pen Adjust Penalty (Late) EMS Chef Allowance Total Payments : Deductions / Taxes Petl Income tax Retro Total Deductions : NET PAY : Bank Payments Super FA SGC Total Superannuation : Year-To-Date Details Total gross Full Taxable Gross Full Income tax Full Taxable Gross	Instrument: Classification Position: Instrument: Classification Roster: Payments Retro Hours/Unit Notering PH Ros Not Workod 100 Outima (Rosterd) 90 Allowance (Tool) 101 RNR (Accrued) 660 RNR (Accrued) 660 PH Pen Adjust 190 Penalty (Late) 660 Total Deductions : 190 NET PAY: Bank Payments Bank Payments BSB Number Superannuation Retro Full Income tax 500 Total Deductions : 100 Vear-To-Date Details 100 Total Superannuation : Year-To-Date Details Total Superannuation tax 100	Employee ID: Classification: Cock/Chef-HeadChr/Mng Position: Head Chef Roster: IFM 8/6_11.0 (1xSa/1xSu) Payments Retro Ordinary Hours 57.00 PH Ros Not Worked 19.00 Overtime (Rostered) 9.00 9.00 57.71790 Allowance (Tool) 1.00 RNR (risken) 66.00 RNR (risken) 66.00 RNR (risken) 6.00 RNR (risken) 8.00 RNR (risken) 8.00 RNR (risken) 6.00 Superannuations / Taxes Retro Full Income tax BSB Number Account Number Super RSGC Total Deductions : Integer Retro Year-To-Date Details Total gross Full Income tax Full Income tax	Employee ID: Position: Head ChefInstrument: Classification: Cook/Chef-HeadCh/Mng Roster:Period Starting Period Ending: Pay Date:PaymentsRetroHours/UnitsRateAmountOrdinary HoursRetroHours/UnitsRateAmountPH Ros Not Workod190040.435707.83.8Overtime (Rostered)90057.71790513.48Allowance (Tool)1.0015.200015.29RNN (Accound)66.002.4452801.15.9.14PH Pen Adjust190049.00220- 931.04Penalty (Late)6.002.2700013.62Total Deductions :- 714.00- 714.00NET PAY:2.415.83- 714.00SuperannuationRetroAmount 2.415.83SuperannuationRetroFund NameSuper IT SGC274.09Year-To-Date Details- 274.09Year-To-Date Details- 274.09Year-To-Date Details- 274.09





Annualised wage calculation method = 8/6 days roster -11 paid hours

	Base rate	Applicable loading	F	Rate paid	Hours per cycle	Hours per year		Amount
Ordinary hours wages								
Monday to Friday ordinary hours	\$ 34.8053	100%	\$	34.80530	57.00	1344.584	\$	46,798.66
Saturday ordinary hours		125%	\$	43.50663	9.50	224.100	\$	9,749.83
Sunday ordinary hours		150%	\$	52.20795	9.50	224.100	\$	11,699.80
		Sub total			76.00	1792.784	\$	68,248.30
Additional hours								
Monday to Friday - additional (overtime) hours 150%		150%	\$	52.20795	9.00	212.303	\$	11,083.89
Monday to Friday - additional (overtime) hours 200%		200%	\$	69.61060	0.00	0.000	\$	-
Saturday - additional (overtime) hours		200%	\$	69.61060	1.50	35.384	\$	2,463.09
Sunday - additional (overtime) hours		200%	\$	69.61060	1.50	35.384	\$	2,463.09
		Sub total			12.00	283.070	\$	16,010.07
Additions for ordinary hours								
20 days annual leave		100%	\$	34.80530	190.00	190.000	\$	6,613.01
20 days annual leave loading		17.5%	\$	6.09093	190.00	190.000	\$	1,157.28
Public holidays - assumes 6.29 PH days per year worked								
Worked holiday - top up ordinary hours		125%	\$	43.50663	0.00	59.755	\$	2,599.74
Worked holiday - top up additional (overtime) hours 1509	6	100%	\$	34.80530	0.00	9.435	\$	328.39
Worked holiday - top up additional (overtime) hours 200%		0%	\$	-	0.00	0.000	\$	-
Not worked - ordinary hours		100%	\$	34.80530	0.00	44.745	\$	1,557.36
					TOTAL		Ś	96,514.14

Roster cycles	
Calendar days pa	365.25
20 rostered on days AL (roster 8/6)	35
Calendar days ex AL	330.25
Weeks ex AL	47.18
Roster cycles	23.5892

PUBLIC HOLIDAY		
* We assume you work 6.29 public holidays per ye	ear	
* Over those 6.29 day, you earn \$2928.13 per year	/ \$40	55.52 per day
Public Holiday Rate	\$	42.59
Public Holiday Not Worked Adjustment	\$	465.52
All worked holiday totals / number of PH p	aid	(6.29)





8:6 Calculation to public holidays

Ordinary Hours & Overtime Rate of Pay (Blended)

IFM SERVICES PTY LTD ABN: 28 608 575 668

Employee ID: Position: Head	Chef		Classification: Cook/	RTIO PILB EA Chef-HeadCh/Mng 6_11.0 (1xSa/1xSu)	Period Starting: Period Ending: Pay Date:	
Payments	Retro		Hours/Units	Rate	Amount	YTD Amoun
Ordinary Hours			76.00	40.43570	3,073.12	3,073.1
Overtime (Rostered)			12.00	57.71790	692.64	692.6
Allowance (Tool)			1.00	15.29000	15.29	15.2
RNR (Taken)			66.00	24.45280	1,613.88	1,613.8
RNR (Accrued)			66.00	24.45280	- 1,613.92	- 1,613.9
Penalty (Late)			8.00	2.27000	18.16	18.1
IFMS Chef Allowance					384.62	384.6
Total Payments :					4,183.79	
Deductions / Taxes	Retro				Amount	YTD Amoun
Full Income tax					- 1,078.00	- 1,078.0
Total Deductions :					- 1,078.00	
NET PAY:					3,105.79	3,105.7
Bank Payments			858 Number	Account Number	Amount	
					3,105.79	
Superannuation	Retro	Fund Name		Member Number	Amount	YTD Amoun
Super ER SGC					366.57	366.5
Total Superannuation :					366.57	
Year-To-Date Details						YTD Amour
Total gross						4,183.7
Full Taxable Gross						4,183.7
Full Income tax						- 1,078.0
Full Income out						
Absences	Retro		Leave Start	Leave End		

Annualised wage calculation method = 8/6 days roster -11 paid hours

	Base rate	Applicable loading		Rate paid	Hours per cycle	Hours per year	Amount
Ordinary hours wages							
Monday to Friday ordinary hours	\$34.8053	100%	\$	34.80530	57.00	1344.584	\$ 46,798.66
Saturday ordinary hours		125%	\$	43.50663	9.50	224.100	\$ 9,749.83
Sunday ordinary hours		150%	\$	52.20795	9.50	224.100	\$ 11,699.80
		Sub total			76.00	1792.784	\$ 68,248.30
Additional hours							
Monday to Friday - additional (overtime) hours 150%		150%	\$	52.20795	9.00	212.303	\$ 11,083.89
Monday to Friday - additional (overtime) hours 200%		200%	\$	69.61060	0.00	0.000	\$ -
Saturday - additional (overtime) hours		200%	\$	69.61060	1.50	35.384	\$ 2,463.09
Sunday - additional (overtime) hours		200%	\$	69.61060	1.50	35.384	\$ 2,463.09
		Sub total			12.00	283.070	\$ 16,010.07
Additions for ordinary hours							
20 days annual leave		100%	\$	34.80530	190.00	190.000	\$ 6,613.01
20 days annual leave loading		17.5%	\$	6.09093	190.00	190.000	\$ 1,157.28
Public holidays - assumes 6.29 PH days per year worked			\vdash				
Worked holiday - top up ordinary hours		125%	\$	43.50663	0.00	59.755	\$ 2,599.74
Worked holiday - top up additional (overtime) hours 150%		100%	\$	34.80530	0.00	9.435	\$ 328.39
Worked holiday - top up additional (overtime) hours 200%		0%	\$	-	0.00	0.000	\$ -
Not worked - ordinary hours		100%	\$	34.80530	0.00	44.745	\$ 1,557.36
					TOTAL		\$ 96,514.14





Ordinary Hours & Overtime Rate of pay blended

(Refer to above table for colour blocks in wage rate calculation below)

Roster cycles				
Calendar days pa	365.25			
20 rostered on days AL (roster 8/6	35			
Calendar days ex AL	330.25			
Weeks ex AL	47.18			
Roster cycles	23.5892			
Wage Rate Calculation				
	Annual Rem	Annual hours	Hourly Rate (payslip)	
Ordinary	\$ 80,175.68	1982.78	\$ 40.43591	Ordinary Rate
Overtime	\$ 16,338.46	283.07	\$ 57.7187	Overtime Rate
	\$ 96,514.14	2265.85		

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