

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.

IFM SERVICES PTY LTD
ABN: 28 608 575 668

Employee ID: Position: Head Chef	Instrument: IFMS RTIO PILB EA Classification: Cook/Chef-HeadCh/Mng Roster: IFM 8/6_11.0 (1xSa/1xSu)	Period Starting: Period Ending: Pay Date:
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Payments	Retro	Hours/Units	Rate	Amount	YTD Amount
Ordinary Hours		57.00	40.43570	2,304.84	2,304.84
PH Ros Not Worked		19.00	40.43570	768.28	768.28
Overtime (Rostered)		9.00	57.71790	519.48	519.48
Allowance (Tool)		1.00	15.29000	15.29	15.29
RNR (Taken)		66.00	24.45280	1,613.88	1,613.88
RNR (Accrued)		63.76	24.45280	- 1,559.14	- 1,559.14
PH Pen Adjust		19.00	49.00220	- 931.04	- 931.04
Penalty (Late)		6.00	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	Amount	
				2,415.83	
Superannuation	Retro	Fund Name	Member Number	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		
Leave Balances					Hours



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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						
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

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 year
- * Over those 6.29 day, you earn \$2928.13 per year/ \$465.52 per day

Public Holiday Rate	\$ 42.59
Public Holiday Not Worked Adjustment	\$ 465.52
All worked holiday totals / number of PH paid (6.29)	



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8:6 Calculation to public holidays

Ordinary Hours & Overtime Rate of Pay (Blended)

IFM SERVICES PTY LTD ABN: 28 608 575 668					
Employee ID:		Instrument: IFMS RTIO PILB EA		Period Starting:	
Position: Head Chef		Classification: Cook/Chef-HeadCh/Mng		Period Ending:	
		Roster: IFM 8/6_11.0 (1xSa/1xSu)		Pay Date:	
Payments	Retro	Hours/Units	Rate	Amount	YTD Amount
Ordinary Hours		76.00	40,435.70	3,073.12	3,073.12
Overtime (Rostered)		12.00	57,717.90	692.64	692.64
Allowance (Tool)		1.00	15,290.00	15.29	15.29
RNR (Taken)		66.00	24,452.80	1,613.88	1,613.88
RNR (Accrued)		66.00	24,452.80	- 1,613.92	- 1,613.92
Penalty (Late)		8.00	2,270.00	18.16	18.16
IFMS Chef Allowance				384.62	384.62
Total Payments :				4,183.79	
Deductions / Taxes	Retro			Amount	YTD Amount
Full Income tax				- 1,078.00	- 1,078.00
Total Deductions :				- 1,078.00	
NET PAY:				3,105.79	3,105.79
Bank Payments	BSB Number	Account Number	Amount		
			3,105.79		
Superannuation	Retro	Fund Name	Member Number	Amount	YTD Amount
Super ER SGC				366.57	366.57
Total Superannuation :				366.57	
Year-To-Date Details					YTD Amount
Total gross					4,183.79
Full Taxable Gross					4,183.79
Full Income tax					- 1,078.00
Absences	Retro	Leave Start	Leave End		
Leave Balances					Hours

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

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Not worked - ordinary hours		100%	\$ 34.80530	0.00	44.745	\$ 1,557.36
				TOTAL		\$ 96,514.14



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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
Overtime	\$ 16,338.46	283.07	\$ 57.7187
	\$ 96,514.14	2265.85	

● Ordinary Rate
● Overtime Rate