Pay impacts SmartPay transition & new employees
8:6 fortnightly employees

This Quick Reference Guide outlines the pay impacts associated with transitioning to the SmartPay system, contingent upon the start day of the employee's roster rotation over two pay cycles.

This QRG can be used for:

- Transitioning sites from the legacy system to the SmartPay system
- New employees

This QRG covers all 8:6 (12) roster scenarios

Further support can be found in the SmartPay Hub:

- Refer to QRG: Viewing your pay statement
- Refer to Video: Pay queries for 8:6

First Pay in SmartPay System

Under the SmartPay system, your pay is across ordinary hours and rostered overtime, in accordance with your contract and enterprise agreement. This transition does not affect your total renumeration.

You must accumulate RNR (Rest and Relaxation) hours, which can only be earned by working your scheduled roster. Consequently, on your initial pay statement, you won't have accrued any RNR. Each hour worked earns you 45 minutes of RNR accrual. Therefore, you will notice an unpaid RNR balance on your pay statement since you have not reached the required 72 hours of RNR for full pay *(the required amount of RNR accrual will depend on their rostered hours);*
11 hours p/d = 66 RNR accrual required to maintain full pay
12 hours p/d = 72 RNR accrual required to maintain full pay
12.5 hours p/d = 75 RNR accrual required to maintain full pay

The impact on employees will differ depending on when their scheduled roster begins. The impacts could affect the first fortnight of pay or carry over into the second fortnight, depending upon the commencement date of the scheduled roster.

Note: When reviewing the below roster schedules, consider the following.

8:6 = 14 days in scheduled roster (8 days worked + 6 days RNR = 14 days)
  - *Last day of RNR = 14 day of swing*
  - *First day working = 1 day of swing*

Pay Fortnights Schedule
  - Monday to Sunday (14 days)

Key for below scenarios

PFN1 - Pay Fortnight 1			
Day 1	Monday	Day 8	Monday
Day 2	Tuesday	Day 9	Tuesday
Day 3	Wednesday	Day 10	Wednesday
Day 4	Thursday	Day 11	Thursday
Day 5	Friday	Day 12	Friday
Day 6	Saturday	Day 13	Saturday
Day 7	Sunday	Day 14	Sunday

PFN2 - Pay Fortnight 2			
Day 1	Monday	Day 8	Monday
Day 2	Tuesday	Day 9	Tuesday
Day 3	Wednesday	Day 10	Wednesday
Day 4	Thursday	Day 11	Thursday
Day 5	Friday	Day 12	Friday
Day 6	Saturday	Day 13	Saturday
Day 7	Sunday	Day 14	Sunday

	PFN1 - First pay in the new SmartPay System													
Day of swing	PFN1 Day 1	PFN1 Day 2	PFN1 Day 3	PFN1 Day 4	PFN1 Day 5	PFN1 Day 6	PFN1 Day 7	PFN1 Day 8	PFN1 Day 9	PFN1 Day 10	PFN1 Day 11	PFN1 Day 12	PFN1 Day 13	PFN1 Day 14
1	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	R&R (12)	R&R (12)	R&R (12)	R&R (12)	R&R (12)	R&R (12)
2	R&R (0)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	R&R (12)	R&R (12)	R&R (12)	R&R (12)	R&R (12)
3	R&R (0)	R&R (0)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	R&R (12)	R&R (12)	R&R (12)	R&R (12)
4	R&R (0)	R&R (0)	R&R (0)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	R&R (12)	R&R (12)	R&R (12)
5	R&R (0)	R&R (0)	R&R (0)	R&R (0)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	R&R (12)	R&R (12)
6	R&R (0)	R&R (0)	R&R (0)	R&R (0)	R&R (0)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	R&R (12)
7	R&R (0)	R&R (0)	R&R (0)	R&R (0)	R&R (0)	R&R (0)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)
8	RH (12)	R&R (9)	R&R (0)	R&R (0)	R&R (0)	R&R (0)	R&R (0)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)
9	RH (12)	RH (12)	R&R (12)	R&R (6)	R&R (0)	R&R (0)	R&R (0)	R&R (0)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)
10	RH (12)	RH (12)	RH (12)	R&R (12)	R&R (12)	R&R (3)	R&R (0)	R&R (0)	R&R (0)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)
11	RH (12)	RH (12)	RH (12)	RH (12)	R&R (12)	R&R (12)	R&R (12)	R&R (0)	R&R (0)	R&R (0)	RH (12)	RH (12)	RH (12)	RH (12)
12	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	R&R (12)	R&R (12)	R&R (12)	R&R (9)	R&R (0)	R&R (0)	RH (12)	RH (12)	RH (12)
13	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	R&R (12)	R&R (12)	R&R (12)	R&R (12)	R&R (6)	R&R (0)	RH (12)	RH (12)
14	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	RH (12)	R&R (12)	R&R (12)	R&R (12)	R&R (12)	R&R (12)	R&R (3)	RH (12)

Pay statement #1 – First pay received

Pay Statement

IFM SERVICES PTY LTD
ABN: 28 608 575 668

Employee ID:
Position: Plumber

Instrument: IFMS RTIO PILB EA
Classification: TradeMaintTrade(Adv)
Roster: IFM 8/6_12.0 (1xSa/1xSu)

Period Starting: 19 Feb 2024
Period Ending: 03 Mar 2024
Pay Date: 07 Mar 2024

Payments	Retro	Hours/Units	Rate	Amount	YTD Amount
Ordinary Hours		76.00	45.86910	3,486.08	3,486.08
Allowance (On Call)		7.00	20.00000	140.00	140.00
Overtime (Rostered)		20.00	63.27630	1,265.52	1,265.52
Allowance (Tool)		1.00	15.29000	15.29	15.29
RNR (Taken)		36.00	28.28320	1,018.20	1,018.20
RNR (Accrued)		72.00	28.28320	- 2,036.40	- 2,036.40
Penalty (Early)		6.00	3.41000	20.46	20.46
Above EA/Award Ordinary		76.00	5.89170	447.77	447.77
RnR (Unpaid)		36.00			

Total Payments :				**4,356.92**	
Deductions / Taxes	**Retro**			**Amount**	**YTD Amount**
Full Income tax				- 1,138.00	- 1,138.00
Total Deductions :				**- 1,138.00**	
NET PAY:				**3,218.92**	**3,218.92**

The amount of RNR (Unpaid) and/or RNR (Accrued) will vary based on your roster position in the current pay cycle.

Pay statement #2 – Second pay received – Full pay

Pay Statement

IFM SERVICES PTY LTD
ABN: 28 608 575 668

Employee ID:	**Instrument:** IFMS RTIO PILB EA	**Period Starting:** 04 Mar 2024
Position: Plumber	**Classification:** TradeMaintTrade(Adv)	**Period Ending:** 17 Mar 2024
	Roster: IFM 8/6_12.0 (1xSa/1xSu)	**Pay Date:** 21 Mar 2024

Payments	Retro	Hours/Units	Rate	Amount	YTD Amount
Ordinary Hours		76.00	45.86910	3,486.08	6,972.16
Allowance (On Call)		7.00	20.00000	140.00	280.00
Overtime (Rostered)		20.00	63.27630	1,265.52	2,531.04
Allowance (Tool)		1.00	15.29000	15.29	30.58
RNR (Taken)		72.00	28.28320	2,036.40	3,054.60
RNR (Accrued)		72.00	28.28320	- 2,036.40	- 4,072.80
Penalty (Early)		5.00	3.41000	17.05	37.51
Above EA/Award Ordinary		76.00	5.89170	447.77	895.54
Total Payments :				**5,371.71**	
Deductions / Taxes	**Retro**			**Amount**	**YTD Amount**
Full Income tax				- 1,522.00	- 2,660.00
Total Deductions :				**- 1,522.00**	
NET PAY:				**3,849.71**	**7,068.63**