



Pay Impact from Leave – Examples 14/7 (11)

QRG explains your pay impacts because of leave and personal leave and RNR accrual in the new SmartPay system.

This QRG covers 14/7 (11) roster over four pay cycles.

Further support can be found in the [SmartPay Hub](#):

- Refer to QRG: [Viewing your pay statement](#)
- Watch video: [Uneven to even pays explained](#)

When leave is taken it will be paid on an hourly rate based on ordinary rate, based on daily base hours.

- Leave is paid at 8.14 hours per annual leave day (Ordinary base hours) and accrues 4.07 hours of RNR per annual leave day.
- When RNR accrued is less than the scheduled hours during leave periods, pay statements will display RNR Unpaid
 - For example: 14 days annual leave taken will only earn 56.98 hours RNR. This means you will be paid 56.98 hours of RNR accrual, and the remaining 20.02 RNR hours will be unpaid RNR.

Worked – Full Pay (Ordinary + Overtime) + Full RNR Accrual

	Ordinary Time	Rostered OT	RNR Accrual
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
RNR	11		
RNR	11		
RNR	11		
RNR	11		
Partial RNR	5.5		
	Carry Forward RNR		0

Annual Leave – Pay (Ordinary) + Reduced RNR Accrual

	Ordinary Time	Rostered OT	RNR Accrual
RNR Unpaid	11		
RNR Unpaid	11		
Annual Leave	8.14		4.07
Annual Leave	8.14		4.07
Annual Leave	8.14		4.07
Annual Leave	8.14		4.07
Annual Leave	8.14		4.07
Annual Leave	8.14		4.07
Annual Leave	8.14		4.07
Annual Leave	8.14		4.07
Annual Leave	8.14		4.07
Annual Leave	8.14		4.07
Annual Leave	8.14		4.07
Annual Leave	8.14		4.07
Annual Leave	8.14		4.07
	Carry Forward RNR		48.84

Ordinary Time	73.26
Rostered OT	25.74
RNR Accrued	49.5
RNR Taken	49.5
Ann Leave	0
RNR Unpaid	5.5
Total Hours	148.5

Ordinary Time	0
Rostered OT	0
RNR Accrued	48.84
RNR Taken	0
Ann Leave	97.68
RNR Unpaid	22
Total Hours	119.68



SmartPay Training – SAP SuccessFactors

Impact – Pay (Ordinary) + Reduced RNR Accrual due to AL

Resume Normal Pay – Full Pay (Ordinary + Overtime) + Full RNR Accrual

	Ordinary Time	Rostered OT	RNR Accrual
Annual Leave	8.14		4.07
Annual Leave	8.14		4.07
RNR	11		
RNR	11		
RNR	11		
RNR	11		
RNR	11		
RNR Partial	1.98		
RNR Unpaid	11		
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
	Carry Forward RNR		27.5

	Ordinary Time	Rostered OT	RNR Accrual
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
Work	8.14	2.86	5.5
RNR	11		
RNR	11		
RNR	11		
RNR	11		
RNR	11		
	Carry Forward RNR		0

Ordinary Time	40.7
Rostered OT	14.3
RNR Accrued	8.14
RNR Taken	56.98
Ann Leave	16.28
RNR Unpaid	11
Total Hours	139.26

Ordinary Time	73.26
Rostered OT	25.74
RNR Accrued	49.5
RNR Taken	55
Ann Leave	0
RNR Unpaid	0
Total Hours	154

NOTE: Ordinary Hours are fixed at 8.14 regardless of scheduled hours. Any hours beyond 8.14 are considered rostered overtime hours.

10 scheduled hours per day

8.14 Ordinary Hours

1.86 Overtime Hours

11 scheduled hours per day

8.14 Ordinary Hours

2.86 Overtime Hours

12 scheduled hours per day

8.14 Ordinary Hours

3.86 Overtime Hours