Pay Impact from Leave – Examples 8/6 (12)

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

This QRG covers 8/6 (12) 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 is taken it will be paid on an hourly rate based on ordinary rate, based on daily base hours.

- Leave is paid at 9.5 hours per annual leave day (Ordinary base hours) and accrues 7.12 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: 8 days annual leave taken will only earn 56.96 hours RNR. This means you will be paid 56.96 hours of RNR accrual, and the remaining 15.04 RNR hours will be unpaid RNR.*

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

	Ordinary Time	Rostered OT	RNR Accrual
RNR Unpaid	12		
RNR Unpaid	12		
RNR Unpaid	12		
Work	9.5	2.5	9
Work	9.5	2.5	9
Work	9.5	2.5	9
Work	9.5	2.5	9
Work	9.5	2.5	9
Work	9.5	2.5	9
Work	9.5	2.5	9
Work	9.5	2.5	9
RNR	12		
RNR	12		
RNR	12		
	Carry Forward RNR		36

Ordinary Time	76
Rostered OT	20
RNR Accrued	72
RNR Taken	36
Ann Leave	0
RNR Unpaid	36
Total Hours	168

Annual Leave – Pay (Ordinary) + Reduced RNR Accrual

	Ordinary Time	Rostered OT	RNR Accrual
RNR	12		
RNR	12		
RNR	12		
Annual Leave	9.5		7.125
Annual Leave	9.5		7.125
Annual Leave	9.5		7.125
Annual Leave	9.5		7.125
Annual Leave	9.5		7.125
Annual Leave	9.5		7.125
Annual Leave	9.5		7.125
Annual Leave	9.5		7.125
RNR	12		
RNR	12		
RNR	12		
	Carry Forward RNR		21

Ordinary Time	0
Rostered OT	0
RNR Accrued	57
RNR Taken	72
Ann Leave	76
RNR Unpaid	0
Total Hours	148

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

	Ordinary Time	Rostered OT	RNR Accrual
RNR	12		
RNR partial	9		
RNR Unpaid	12		
Work	9.5	2.5	9
Work	9.5	2.5	9
Work	9.5	2.5	9
Work	9.5	2.5	9
Work	9.5	2.5	9
Work	9.5	2.5	9
Work	9.5	2.5	9
Work	9.5	2.5	9
RNR	12		
RNR	12		
RNR	12		
	Carry Forward RNR		36

Ordinary Time	76
Rostered OT	20
RNR Accrued	72
RNR Taken	57
Ann Leave	0
RNR Unpaid	15
Total Hours	165

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

	Ordinary Time	Rostered OT	RNR Accrual
RNR Unpaid	12		
RNR Unpaid	12		
RNR Unpaid	12		
Work	9.5	2.5	9
Work	9.5	2.5	9
Work	9.5	2.5	9
Work	9.5	2.5	9
Work	9.5	2.5	9
Work	9.5	2.5	9
Work	9.5	2.5	9
Work	9.5	2.5	9
RNR	12		
RNR	12		
RNR	12		
	Carry Forward RNR		36

Ordinary Time	76
Rostered OT	20
RNR Accrued	72
RNR Taken	72
Ann Leave	0
RNR Unpaid	0
Total Hours	168

NOTE: Ordinary Hours are fixed at 9.5 regardless of scheduled hours. Any hours beyond 9.5 are considered rostered overtime hours.

10 scheduled hours per day
9.5 Ordinary Hours
.5 Overtime Hours

11 scheduled hours per day
9.5 Ordinary Hours
1.5 Overtime Hours

12 scheduled hours per day
9.5 Ordinary Hours
2.5 Overtime Hours

12.5 scheduled hours per day
9.5 Ordinary Hours
3 Overtime Hours