



## Pay statements explained - Impacts at GO LIVE (A Panel)

This QRG explains how the new SmartPay payroll system calculates your pay from go live, compared to how it was previously paid. You can access your pay statement using the SuccessFactors mobile app.

This QRG covers 8/6 rosters with 12-hour shifts in the following two fortnight pay examples.

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

- Refer to QRG: [Viewing your pay statement](#)

### Pay statement #1 - First pay received at GO LIVE;

**Go Live – 3 x Unpaid RNR followed by 8x days worked (Thur-Thurs) as rnr has been accrued 3 x Paid RNR**

**IFM SERVICES PTY LTD**  
ABN: 28 608 575 668

**Employee ID:**  
**Position:**

**Instrument:**  
**Classification:**  
**Roster:** IFM 8/6\_12.0 (1xSa/1xSu)

**Period Starting:**  
**Period Ending:**  
**Pay Date:**

| Payments                 | Retro | Hours/Units | Rate     | Amount            | YTD Amount      |
|--------------------------|-------|-------------|----------|-------------------|-----------------|
| Ordinary Hours           |       | 76.00       | 45.86910 | 3,486.08          | 3,486.08        |
| 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       | 5.64700  | 429.17            | 429.17          |
| Rnr (Unpaid)             |       | 36.00       |          |                   |                 |
| <b>Total Payments:</b>   |       |             |          | <b>4,198.32</b>   |                 |
| Deductions / Taxes       | Retro |             |          | Amount            | YTD Amount      |
| Full Income tax          |       |             |          | - 1,084.00        | - 1,084.00      |
| <b>Total Deductions:</b> |       |             |          | <b>- 1,084.00</b> |                 |
| <b>NET PAY:</b>          |       |             |          | <b>3,114.32</b>   | <b>3,114.32</b> |

| Absences     | Retro | Leave Start | Leave End |
|--------------|-------|-------------|-----------|
| Rnr (Unpaid) |       |             |           |
| Rnr (Unpaid) |       |             |           |
| Rnr (Unpaid) |       |             |           |

8 x worked days @ 9.5 ordinary hours per day + 2.5 rostered overtime hours per day = 96 hours paid for working

RNR Taken 3 days = \*36 hour RNR paid (Have not accrued full 72 hours of accrued RNR prior to RNR taken)

RNR Accrued = \*9 (worked to accrue full RNR hours) x 8 = 72 (Banked into next pay fortnight)

RNR (Unpaid) = 36 hours unpaid RNR (\*36 hours RNR paid + 36 hours RNR unpaid = 72 hours)

\*Accrue 9 hours RNR (45 minutes per hour worked) per worked day (12 x .75 = 9)



SmartPay Training – SAP SuccessFactors

Pay statement #2 - Second pay received - Full pay:

**IFM SERVICES PTY LTD**  
ABN: 28 608 575 668

**Employee ID:**  
**Position:**

**Instrument:**  
**Classification:**  
**Roster:** IFM 8/6\_12.0 (1xSa/1xSu)

**Period Starting:**  
**Period Ending:**  
**Pay Date:**

| Payments                  | Retro | Hours/Units | Rate     | Amount            | YTD Amount      |
|---------------------------|-------|-------------|----------|-------------------|-----------------|
| Ordinary Hours            |       | 76.00       | 45.86910 | 3,486.08          | 3,486.08        |
| Overtime (Rostered)       |       | 20.00       | 63.27630 | 1,265.52          | 1,265.52        |
| Allowance (Tool)          |       | 1.00        | 15.29000 | 15.29             | 15.29           |
| RNR (Taken)               |       | 72.00       | 28.28320 | 2,036.40          | 2,036.40        |
| 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       | 5.64700  | 429.17            | 429.17          |
| <b>Total Payments :</b>   |       |             |          | <b>5,216.52</b>   |                 |
| Deductions / Taxes        | Retro |             |          | Amount            | YTD Amount      |
| Full Income tax           |       |             |          | - 1,462.00        | - 1,462.00      |
| <b>Total Deductions :</b> |       |             |          | <b>- 1,462.00</b> |                 |
| <b>NET PAY:</b>           |       |             |          | <b>3,754.52</b>   | <b>3,754.52</b> |

Full pay in fortnight (76 ordinary hours + 20 rostered overtime hours) = 96 worked hours

RNR (Taken) in full 72 hours.

RNR (Accrued) in full 72 hours.