



Pay statements explained - Impacts at GO LIVE (B 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 – 3x days worked, as RNR has been accrued 3x RNR Taken (Paid) + 3x RNR Unpaid followed by 3 days worked

IFM SERVICES PTY LTD
ABN: 28 608 575 668

Employee ID: _____ Instrument: _____ Period Starting: _____
Position: _____ Classifier: _____ Period Ending: _____
Roster: IFM 8/6_12.0 (1xSa/1xSu) 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)		27.00	28.28320	763.65	763.65
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)		45.00			
Total Payments :				3,943.77	
Deductions / Taxes	Retro			Amount	YTD Amount
Full Income tax				- 996.00	- 996.00
Total Deductions :				- 996.00	
NET PAY:				2,947.77	2,947.77

Absences	Retro	Leave Start	Leave End
RnR (Unpaid)			
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 2 days + 3 hours RNR taken = *27 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) = 45 hours unpaid RNR (*27 hours RNR paid + 45 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
Total Payments :				5,216.52	
Deductions / Taxes	Retro			Amount	YTD Amount
Full Income tax				- 1,462.00	- 1,462.00
Total Deductions :				- 1,462.00	
NET PAY:				3,754.52	3,754.52

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.