

FACT SHEET: ONE-OFF PAYMENT¹

Proposed South Australian Public Sector Wages Parity Enterprise Agreement: Weekly Paid 2022.

CLAUSES 12.6–12.8 ONE-OFF PAYMENT

- 12.6 *Subject to sub-clauses 12.6–12.8, an employee will be paid a “one-off payment” of \$500- as follows:*
- (a) *a “one-off payment” for an employee will become payable on the date of SAET approval of this enterprise agreement (the “first specified date”) provided the employee is eligible for that “one-off payment”; and*
 - (b) *a “one-off payment” for an employee will become payable on 1 July 2022 (the “second specified date”) provided the employee is eligible for that “one-off payment”.*
- 12.7 *Each “one-off payment” will*
- (a) *Not count for any other purpose whatsoever despite any other term of this enterprise agreement, or any applicable award, unregistered agreement, contract of employment, formal or informal local workplace or agency practice, or otherwise; nor will it operate as a precedent for any future or other agreement; and*
 - (b) *Be paid as soon as practicable after each specified date and in no circumstances whatsoever can an employee in respect of that specified date be, or become, entitled to more than the amount of that “one-off payment”.*
- 12.8 *Eligibility for a “one-off payment”.*
- (a) *An employee (including a casual employee) must, as at the specified date applicable to the “one-off payment”, be bound by the South Australian Public Sector Wages Parity Enterprise Agreement: Weekly Paid 2022; employed in an agency; and either worked, or was on paid leave, in the pay period that ends immediately preceding (i.e. the last full pay period before) the applicable specified date.*
 - (b) *Further detail about methodology and eligibility applicable to each “one-off payment” is included in the “Fact sheet: One-off Payment” as referred to in the “Agreement Explained”, which is to be read and applied in giving effect to this clause.*

1 METHODOLOGY FOR ELIGIBLE² EMPLOYEES

1.1 Maximum Payable

In no instance or circumstance whatsoever, in respect of each “one-off payment”, can an eligible employee be entitled to, or be paid more than, the amount of a “one-off payment” (i.e. \$500-) irrespective that the employee may be engaged in work, or in more than one capacity, at one or more agencies or locations. This does not preclude an eligible employee being entitled to a “one-off payment” in respect of each specified date.

1.2 Taxation

Each “one-off payment” is taxable as per Australian Taxation Office (**ATO**) requirements. That is, tax will be applied in accordance with guidelines set out by the ATO for a one-off payment.

1.3 Salary Sacrifice

Salary sacrifice will not be applicable to a “one-off payment”.

1.4 Not count for any purpose

A “one-off payment” is simply that, a payment that is made once. It is not made, counted for, or applied to, any other purpose whatsoever.

¹ This Fact Sheet is part of the ‘The Agreement Explained’ and is to be read as a whole because more than one of the explanatory elements may be applicable.

² See para 2 below (‘Eligibility’)

2 ELIGIBILITY

2.1 Employee

To be eligible for a “one-off payment”, an employee (including a casual employee) must, as at the specified date applicable to the “one-off payment”, be bound by the *South Australian Public Sector Wages Parity Enterprise Agreement: Weekly Paid 2022*; employed in an agency; and either worked, or be on paid leave, in the pay period that ends immediately preceding (i.e. the last full pay period before) the applicable specified date.

For casual employees to be eligible, they must have worked in the pay period that ends immediately preceding (i.e. the last full pay period before) the applicable specified date for the “one-off payment”. A casual employee who does not work in the pay period applicable to the specified date will not be entitled to the “one-off payment”.

2.2 Workers Compensation

Employees on workers compensation are eligible. Where an employee is absent from work or working reduced hours under the terms of a “recovery/return to work plan”, the entitlement to the “one-off payments” will be based on the “pre-injury employment status”.

If a person is in receipt of workers compensation but is not employed on the date of approval by the SAET of this enterprise agreement for the first “one-off payment”, and 1 July 2022 for the second “one-off payment”, then they are not eligible.

Any queries relating to the entitlement of a “one-off payment” (\$500-) for employees in receipt of workers compensation payments are to be referred to the Human Resources section in the relevant agency.

2.3 LWOP

An employee who is not a casual and is on leave without pay (LWOP), including unpaid maternity leave, on one or other of the specified dates remains eligible for the “one-off payment” applicable to the specified date.

-oOo-