

# FACT SHEET: ONE-OFF PAYMENT<sup>1</sup>

SA Health Visiting Dental Specialists Enterprise Agreement 2021

## CLAUSE 7. ONE-OFF PAYMENT

10.5 *Subject to this clause, an employee working 20 hours per week (or an average of 20 hours per week over a 4 week period) will be paid a “one-off payment” of \$530 as soon as practicable after approval of the Agreement by the Tribunal.*

10.5.1 *The one-off payment will:*

10.5.1.1. *be adjusted on a pro rata basis for employees working less than 20 hours per week (or less than an average of 20 hours per week over 4 weeks) based on the hours worked against 20 hours per week and the point in time to be used for determining a pro rata amount will be the date of approval by the SAET of this Agreement; and*

10.5.1.2 *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 or agency practice, or otherwise; nor will it operate as a precedent for any future or other agreement.*

10.5.2 *This clause will only apply to an employee who is both bound by this Agreement and employed as at the date of approval by the SAET of this Agreement; and will cease to have any further effect in relation to an employee following payment pursuant to this clause.*

*Note: The detail about methodology and eligibility applicable to this “one-off payment” is included in the ‘Fact Sheet: One-off Payment’ as per the ‘Agreement Explained’.*

## 1 METHODOLOGY FOR ELIGIBLE<sup>2</sup> EMPLOYEES

### 1.1 Maximum Payable

No eligible employee can receive more than the one-off payment (\$530), nor can an employee working less than 20 hours per week (or less than an average of 20 hours per week over a 4 week period) receive, in aggregate, more than the one-off payment (\$530).

### 1.2 Employees working 20 hours per week (or an average of 20 hours per week over a 4 week period)

An employee working 20 hours per week (or an average of 20 hours per week over a 4 week period) using the employee’s hours worked in the pay period, or average over the 4 weeks in the pay periods, ending on or prior to the date of approval by the South Australian Employment Tribunal (SAET) of the enterprise agreement (“the date of approval”) will receive the full entitlement of the one-off payment (\$530).

### 1.3 Pro rata Adjustments<sup>3</sup> for employees working less than 20 hours per week (or less than an average of 20 hours per week over a 4 week period)

A pro rata adjustment applies to an employee working less than 20 hours per week (or an average of 20 hours per week over a 4 week period) (as a fraction of 20 hours per week).

An employee working less than 20 hours per week (or an average of 20 hours per week over a 4 week period) will receive a pro rata amount calculated using the employee’s hours worked in the pay period, or average over the 4 weeks in the pay periods, ending on or prior to the date of approval.<sup>4</sup>

<sup>1</sup> 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.

<sup>2</sup> See para 2 below (‘Eligibility’)

<sup>3</sup> All pro rata or other calculations in relation to a ‘one-off payment’ will be rounded (up or down) to the nearest dollar.

<sup>4</sup> Note: the part-time hours cannot be less than the hours for which the part-time employee was employed.

Example: Employee works 10 hours per week, but in the last full pay period ending prior to the date of approval actual hours varied above 10 hours. The pro rata calculation will be based on the hours worked (or average over the 4 week periods) prior to or on the date of approval.

## **1.4 Other**

### **1.4.1 Taxation**

The one-off payment is taxable as per Australian Taxation Office requirements. That is, tax will be applied at the rate that ordinarily applies to the employee. For example the rate of tax (percentage) that was deducted in the previous pay period.

### **1.4.2 Salary Sacrifice**

Salary sacrifice will not be applicable to the one-off payment. Clause 7.7.2 states that the payment is not to be counted for any other purpose.

## **2 ELIGIBILITY**

### **2.1 Employee**

To be eligible, an employee must both be bound by and employed under the *SA Health Visiting Dental Specialists Enterprise Agreement 2021* as at the date of approval.

### **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 payment 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, then he/she is not eligible.

Any queries relating to the entitlement of the one-off payment (\$530) for employees in receipt of workers compensation payments are to be referred to the Human Resources section.

### **2.3 LWOP**

An eligible employee who was on LWOP on the date of approval remains eligible.

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A reference in this Fact Sheet to the last full pay period ending on or prior to the date of approval means the pay period that ends on the date of approval by the SAET or that ends immediately prior to that date (i.e. for an employee paid fortnightly, that means in the fortnight prior to the date of approval).