

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

s29 application for hearing of an industrial dispute

Jason Neil Hall
(T13582 of 2009)

and

David and Lisa Sullivan trading as D & L Cleaning Services

COMMISSIONER J P MCALPINE

HOBART, 29 March 2010

Industrial dispute - breach of an award - termination of employment - order issued

REASONS FOR DECISION

[1] On 13 November 2009, Jason Neil Hall (the applicant) applied to the President, pursuant to Section 29(1A) of the *Industrial Relations Act 1984*, for a hearing before a Commissioner in respect of an industrial dispute with David and Lisa Sullivan trading as D & L Cleaning Services (the respondent) arising out of an alleged breach of the Cleaning and Property Services Award (the award) and alleged unfair dismissal.

[2] The matter was listed for hearing at the Commonwealth Law Courts, 39-41 Davey Street, Hobart, Tasmania on 16 December 2009 (Conciliation Conference) and subsequently 14 January 2010.

[3] The applicant was employed by the respondent from 5 April until 27 October 2009 as a full time cleaner. The applicant was covered by the Cleaning and Property Services Award, No 1 of 2009 (the Award). He alleged he was summarily dismissed after being accused of taking money from a client's cash register. He said he was dismissed, coincidentally, after querying his rate of pay with the respondent.

[4] At the time of his alleged dismissal the applicant was paid outstanding wages and a further two weeks pay for annual leave accrued. He was not given notice.

[5] The applicant asserted he had contacted Workplace Standards who, on the information he had given them, advised that he was being underpaid. Workplace Standards based their calculations on the applicant being a Grade II cleaner working split shifts. The respondent said the applicant was a new employee, untrained and was a Grade I classification.

[6] The respondent asserted he had approached Workplace Standards when he engaged the applicant. He alleged he was told to pay \$15.40 per hour, but had

decided to pay him \$16 per hour. He asserted he had been an employee in the industry for 13 years and was only ever paid a flat rate.

[7] Further the respondent acknowledged he had not been paying the split shift allowance and had made a payment of \$1231.00 in November 2009 to the applicant which he acknowledged. The payment occurred after the applicant had ceased employment.

[8] The calculation was based on 289 hours at a differential of \$3.14 which appears to have been from the applicants start date until the beginning of August 2009 and 92 hours at a differential of \$3.52 which appears to be from August until he ceased employment.

[9] The applicant argued that the basis on which the lump sum payment was made was wrong and should have been \$4070.36, according, he said, to Workplace Standards. The respondent asserted he kept a record of the applicant's hours in his diary, from which he made up the applicant's pay.

[10] The respondent supplied the applicant with copies from his diary denoting the hours of work performed by the applicant. The hours could not be convincingly verified. However the applicant argued that all the times showed he started work at 9am each workday which, he said was not correct. He said he had in fact often started work at 6am. This was acknowledged by the respondent who asserted the total hours each day were correct, albeit the start and finish times may have been different.

[11] The applicant could not verify the actual start or finish times he contested.

[12] The respondent asserted the applicant was left to work alone on the night of Saturday 17 October 2009 at Leo's Restaurant, Eastland, Hobart. He said on the Monday and Tuesday nights following he had worked with the applicant at the same premises. The respondent asserted that on Wednesday morning, 21 October the owner of the restaurant Mr Barry Van Der Wal called him and told him money had been taken from the cash register on the previous Saturday night and also on the Monday and Tuesday nights of that week.

[13] The respondent asserted he had asked Mr Van Der Wal if he was sure because he, the respondent, had been in attendance on the Monday and Tuesday nights. Mr Van Der Wal confirmed the cash float was short \$20 on each of the Sunday, Tuesday and Wednesday mornings.

[14] The respondent alleged he had said to Mr Van Der Wal that he would watch the applicant over the next few nights to ensure he did not interfere with the cash register. He said he had "*watched*" the applicant closely on the Wednesday, Thursday and Friday nights. However the time sheets supplied by the respondent denote Thursday 22 October as a public holiday (Hobart Show Day). No time was recorded on the time sheet for the applicant for that day.

[15] On Saturday 24 October the applicant met with Mr Van Der Wal to discuss what action to take next. It was agreed that Mr Van Der Wal would mark the notes in the cash register over the next few nights. The respondent said that on the following Monday and Tuesday he kept a close watch on the applicant.

[16] On Tuesday 27 October 2009 the respondent alleged he had washed the floor in front of the cash register. He said he had observed the cash register key in a particular position before going outside for "30 seconds". [transcript P23 L26] When he returned he alleged the cash register key was in a different position and the applicant's footprints were shown clearly on the newly washed floor going up to and coming away from the cash register. The respondent argued the applicant had no need to approach the cash register because he, the respondent had already mopped the floor.

[17] It appears that Mr Van Der Wal's wife, unbeknown to him, had left a large piece of paper in the cash register emblazoned with the words "*I've caught you. Don't touch my money.*" [transcript P28, L15] No money was missing from the cash register that night.

[18] The respondent confirmed that the alleged theft had not been referred to the Police. The respondent also acknowledged that he had relied on Mr Van Der Wal's assertion that money had indeed gone missing.

[19] The applicant asserted that on the night in question he had gone to the toilet and on his return was confronted by the respondent and asked "*Why did you touch the till?*" [transcript P20 L17] He said he denied the allegations, but was made to empty his pockets and questioned over the \$80 he had in cash.

[20] The respondent asserted after the confrontation he drove the applicant home and said "*I'll see you tomorrow, Dave.*" [transcript P23, L40]

[21] The respondent alleged that on the following day he rang the applicant three or four times to arrange the next evening's work. He said he could not contact the applicant and that he did not turn up for work that evening. The following day he received a text message from the applicant allegedly resigning his position.

[22] When questioned on his alleged resignation the applicant asserted that after the incident on the 27th the respondent had said to him; "*I have got to let you go.*" [transcript P24,L40] He alleged he offered to go and do other jobs with the respondent, but the response was "*No. No, you've got to- you've got to – that's it.*" [transcript P24 L18]

[23] The applicant asserted he did not receive a phone call from the respondent. He did agree he had sent the "resignation" text message even though he had been dismissed.

[24] The respondent alleged he was sent a threatening text by the applicant. The applicant denied the text he sent was threatening. The respondent had kept the text message on his phone. It was confirmed it had come from the applicant's phone. The text message was shown to the Commission. In the Commission's view the text was indeed a threat.

[25] In response to questioning over the threatening text message the applicant responded;

"And like, I've got a couple of friends that are, you know, a bit meatheads, and I told them – I just told them not to bother, you know – that he wanted to have his house burnt down." [transcript P25, L30]

[26] Mr Van Der Wal gave evidence on behalf of the respondent. He said that on Sunday morning 18 October he was in the restaurant and had gone to the cash register to draw out some money. It was then he noticed that one of the two \$20 notes was missing. He also confirmed the loss of money on the following Monday and Tuesday evenings.

[27] Mr Van Der Wal said that he discussed the events of the 27th with the respondent;

*"And David said to me, he said, 'The key was moved. I've sacked him.'
And I said, well – I said, 'Yes, but nothing went last night.'...."*

[transcript P28 L27]

[28] One must assume that this conversation took place on or about Wednesday 28 October 2009.

FINDINGS

[29] The matter has two distinct elements, the alleged award breach by the underpayment of wages and the alleged unfair dismissal.

[30] I deal initially with the alleged award breach. The applicant argued that he was a Grade II cleaner. Workplace Standards used this information as a basis for their calculation of underpayment of wages. The Award at s8 Wage Rates, (b) Classifications defines the various grades and what is required of each category. The applicant's description of his role fits more appropriately into Grade I than Grade II.

[31] Given his description of the tasks he performed and his relative inexperience, the applicant's correct classification is that of Property Services Employee Grade I, I so find.

[32] The applicant could not verify the actual hours he allegedly worked, nor his start and finish times. For want of evidence the Commission must rely on the data provided by the respondent gleaned from his diary entries.

[33] The respondent provided fortnightly summaries of the applicant's timesheets to the Commission. The time sheets were peppered with arithmetic errors. In calculating the applicant's entitlements I have relied on the start and finish times only.

[34] The applicant asserted he was a full-time employee; this was not challenged by the respondent.

[35] The Award specifies at s17(a)(ii)(1) that full-time employees should work 38 hours ordinary time in any one week cycle. However by agreement up to 152 hours per four week cycle can be worked at ordinary time. Over the whole period of his employment the applicant worked an average of less than 38 hours per week ordinary time, according to the time sheets provided by the respondent. Since the applicant was paid on a fortnightly basis, it follows that the "work cycle" should be for the length of the pay period, ie 14 days.

[36] The applicant worked a variation of short evening shifts, split shifts and the occasional Saturday shift, some of which were for only a few hours. The calculations to establish the applicant's wage entitlement are set out in schedule #1, attached to the application.

[37] The following conditions specified in the Award are the parameters upon which I relied in the calculations.

"17. HOURS OF WORK (FULL-TIME EMPLOYEES ONLY)

(a) *Ordinary Hours of Work*

.....

(iii) *Ordinary hours may be worked in not more than eight hours on any day but may be worked in one or two periods.*

PROVIDED.....a shift worked in two periods shall not exceed a spread of 14 hours, commencing before 6.00am or finishing after 10.00pm.

PROVIDED FURTHER that the employer and the employee/s...may agree that the ordinary working hours are to exceed eight on any day to a maximum of 12 on any day, thus averaging a 38 hour week at greater frequency.

(b) *Payment for Ordinary Hours of Work*

Full-time employees shall be paid the wage prescribed for a week of 38 hours as prescribed in Clause 8 - Wage Rates and in addition thereto such overtime and other penalty rates that may have occurred during the relevant period.

(c) *Day Workers*

Subject to the provisions of subclause (a) hereof the ordinary hours for day workers shall extend from 6.00am to 6.00pm on any day.

(d) *Shift Workers*

Subject to subclause (a) hereof an employee rostered to work ordinary hours on shift work Monday to Friday inclusive shall be paid as follows:

(i) *Shifts - General*

Payment of a 15 per cent premium for a shift finishing after 6.00pm.....

.....

(ii) *Broken Shift*

Payment of a 20 per cent premium for a shift worked in two periods and in addition the amount prescribed in Clause 31 - Travelling Time and Expenses, shall be paid.

...

(e) *Rate for Ordinary Hours on Saturday...*

....

(i) *Saturday Work*

Between midnight on Friday and midnight on Saturday payment shall be at time and a half rates."

....

19. OVERTIME(a) *For all time of duty in excess of, or outside of, ordinary hours the rates of pay shall be time and one-half for the first two hours and double time thereafter..."*

[38] The criteria I have used in determining any outstanding payment are as follows: -

- Ordinary time may be any day of the week. Clause 17(a)(ii).
- In any fortnight the applicant must receive a minimum of 76 hours paid at ordinary time.
- Any time beyond 76 hours per week, the applicant is entitled to overtime at the appropriate rate. The applicant tended to accrue overtime when working split shifts. The appropriate rate in this matter is 150% of the applicable split shift rate.
- When working a single (not split) shift after 6.00pm he is entitled to shift allowance for the whole shift.
- None of the split shifts stretched over 14 hours.
- The applicant did not work before 6.00am or after 10.00pm. The applicant argued that he had often started work at 6am which was not reflected in the time sheets. This is noted, but it does not make a difference to his payments as per s17 (c) above.
- The applicant was entitled to paid public holidays, from the day he started work with the respondent.

[39] The respondent acknowledged that he had not been paying the appropriate allowances for split shift work and had made reparation to the sum of \$1231.

[40] The accumulation of under payments, that is make up for less than 76 hours per fortnight, overtime worked and unpaid public holidays for the period of the applicant's employment comes to \$2040.54.

[41] Subtracting the \$1231 already paid, the respondent owes the applicant \$809.54 in outstanding wages, I so find.

[42] I now turn to the alleged unfair dismissal. Evidence from the respondent asserted that the applicant had resigned by way of a text message on or about 29 October 2009, some two days after the incident. There is evidence and an admission by the applicant that he had indeed sent a text message to say he was resigning. However there are conflicting accounts of what initiated such a text message.

[43] The applicant alleges that he sent the text message in response to being fired on the evening of 27 October 2009. The respondent alleged otherwise and argued that he had not fired the applicant. However the evidence from Mr Van Der Wal stated quite clearly that in discussions with the respondent after the incident of 27 October the respondent had told him: *"The key was moved. I've sacked him."* [P28, L25]

[44] The respondent did not challenge Mr Van Der Wal's evidence. It follows that the respondent did terminate the employment of the applicant on or about 27 October 2009.

[45] The question to be answered is: did the respondent have a justifiable reason to summarily dismiss the applicant?

[46] Evidence was educed which showed that the respondent's client, Mr Van Der Wal had money removed from his cash register after hours on three occasions. Evidence was also educed that the first time money had gone missing from the cash register the applicant had been working on his own in the restaurant. The cash register, which contained \$200 float had been left locked, but with the key still *in situ*.

[47] The subsequent losses occurred when the respondent was on the premises with the applicant.

[48] It was conceded that the losses had not been reported to the Police.

[49] Evidence was educed that on the night of 27 October the applicant's footprints were observed leading to and from the cash register and the original orientation of the cash register key had been altered; this was not challenged. However nothing was taken from the cash register that night.

[50] There is no evidence to show that an investigation had been conducted to establish if the cash register could have been accessed by any person other than the applicant; nor an investigation to establish if money could have gone missing by any other means.

[51] *Prima facie*, it is understandable that the respondent had suspected the applicant to be responsible for the missing money, given, to the respondent's knowledge, that the applicant was the only person who had access to the cash register on the evening of 17 October. However the evidence against the applicant is circumstantial at best and lacks independent verification. I acknowledge that neither the respondent nor Mr Van Der Wal would be expected to conduct a "police style" investigation. Had the restaurateur followed through on his idea of marking the notes, a more positive identification of the thief may well have emerged.

[52] I accept that the respondent's business relies on an impeccable record of honesty to be allowed to work, unsupervised, in establishments where valuables, money or articles are easily accessible. I can understand that the respondent's reaction would be to rid his business of someone whom he suspects of dishonesty.

[53] In my view, however due process has not been followed. The applicant should have been warned that money had gone missing and that he was the prime suspect. The matter should also have been passed on to the police for investigation. The respondent reacted to a suspicion without, in my view, adequate investigation.

[54] In answer to the question posed above, the respondent did not have sufficient evidence to establish a justifiable reason to terminate the applicant's employment

[55] The applicant was unfairly dismissed, I so find.

[56] The matter of the threat by the applicant to the respondent via text message does not fall within the jurisdiction of this Commission and should be pursued in the appropriate jurisdiction.

[57] The respondent's business is dependent on trust. He has established that the applicant lacks trust in his eyes. The applicant's alleged dishonesty has not been conclusively proven or disproved in the course of this hearing. I believe reinstatement is not a practical outcome.

ORDER

In reparation for underpayment of wages David and Lisa Sullivan trading as D & L Cleaning Services are to pay Jason Neil Hall the sum of \$809.54 as calculated in attachment 1, I so order.

In compensation for unfairly terminating the applicant's employment, David and Lisa Sullivan trading as D & L Cleaning Services are to pay Jason Neil Hall the sum equivalent to one week's wages in lieu of notice, as is required by the Award, of \$597.30, I so order.

The total sum of \$1406.84 is to be paid by 30 April 2010.

James McAlpine
COMMISSIONER

Appearances:

Mr J Hall representing himself

Mr D Sullivan and Mrs L Sullivan representing David and Lisa Sullivan trading as D & L Cleaning Services

Date and place of hearing:

2009

December 16

2010

January 14

Hobart

WAGE COMPARISON

F'NIGHT ENDING	ORDINARY	UNDER	OVERTIME	TOTAL	PAID	OWING
14-Apr-09	815.24	0.00	0.00	815.24	569.50	245.74
28-Apr-09	1503.50	0.00	67.76	1571.26	1216.00	355.26
12-May-09	1372.91	7.70	0.00	1380.61	1264.00	116.61
26-May-09	1336.34	61.60	0.00	1397.94	1216.00	181.94
09-Jun-09	1338.06	36.96	0.00	1375.02	1216.00	159.02
23-Jun-09	1389.08	0.00	6.16	1395.24	1264.00	131.24
07-Jul-09	1462.01	0.00	49.28	1511.29	1408.00	103.29
21-Jul-09	1378.69	0.00	0.00	1378.69	1216.00	162.69
04-Aug-09	1325.94	0.00	3.72	1329.66	1276.00	53.66
18-Aug-09	1134.55	62.88	0.00	1197.43	1216.00	-18.57
01-Sep-09	1228.14	15.72	0.00	1243.86	1216.00	27.86
15-Sep-09	1361.64	22.01	0.00	1383.65	1216.00	167.65
29-Sep-09	1305.13	61.31	0.00	1366.44	1216.00	150.44
13-Oct-09	1591.13	0.00	113.22	1704.35	1684.90	19.45
27-Oct-09	1399.00	0.00	1.26	1400.26	1216.00	184.26
TOTAL						<u>2040.54</u>
SHIFT ALLOWANCE BACK PAY						1231.00
GROSS UNDERPAYMENT						-809.54

DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	
07-Apr-09	Tue	900	1130	2.50	08-Apr-09	Wed	900	1030	1.50	09-Apr-09	Thu	900	1100	2.00	24-Apr-09	Fri	0	0	7.60	
		1600	2130	5.50			1600	2130	5.50			1600	2200	6.00						
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	
MON-FRI		15.4		0.00	MON-FRI		15.4		0.00	MON-FRI		15.4		0.00	MON-FRI		15.4		0.00	
SAT		23.1		0.00	SAT		23.1		0.00	SAT		23.1		0.00	SAT		23.1		0.00	
SHIFT RATE		17.71		0.00	SHIFT RATE		17.71		0.00	SHIFT RATE		17.71		0.00	SHIFT RATE		17.71		0.00	
SPLIT SHIFT		18.84	8	150.72	SPLIT SHIFT		18.84	7	131.88	SPLIT SHIFT		18.84	8	150.72	SPLIT SHIFT		18.84		0.00	
SICK		15.4		0.00	SICK		15.4		0.00	SICK		15.4		0.00	SICK		15.4		0.00	
PH		15.4			PH		15.4			PH		15.4			PH		15.4	7.6	117.04	
TOTAL				8	150.72	TOTAL			7	131.88	TOTAL			8	150.72	TOTAL			7.6	117.04
DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	
13-Apr-09	Mon	0	0	7.6	14-Apr-09	Tue	900	1100	2.00											
		1600	2200	6.00			1600	2200	6.00											
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	
MON-FRI		15.4		0.00	MON-FRI		15.4		0.00	MON-FRI		15.4		0.00	MON-FRI		15.4		0.00	
SAT		23.1		0.00	SAT		23.1		0.00	SAT		23.1		0.00	SAT		23.1		0.00	
SHIFT RATE		17.71		0.00	SHIFT RATE		17.71		0.00	SHIFT RATE		17.71		0.00	SHIFT RATE		17.71		0.00	
SPLIT SHIFT		18.48		0.00	SPLIT SHIFT		18.48	8	147.84	SPLIT SHIFT		18.48		0.00	SPLIT SHIFT		18.48		0.00	
SICK		15.4		0.00	SICK		15.4		0.00	SICK		15.4		0.00	SICK		15.4		0.00	
PH		15.4	7.6	117.04	PH		15.4			PH		15.4			PH		15.4			
TOTAL				7.6	117.04	TOTAL			8	147.84	TOTAL			0	0.00	TOTAL			0	0.00
DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	
ACTUAL			46.2	815.24																
<76HRS			15.4	0																
O/T DIFF			12.32	0																
TOTAL			0	0.00	TOTAL				0	0.00	TOTAL			0	0.00	TOTAL			0	0.00
END DATE	14-Apr-09																			
DUE	815.24																			

NOTE THIS IS A SHORT FORTNIGHT SO NO UNDER HOURS HAVE BEEN RECORDED.
 THE APPLICANT IS ENTITLED TO BE PAID THE TWO PUBLIC HOLIDAYS AS A PERMANENT FULL-TIME EMPLOYEE

DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR
15-Apr-09	Wed	1600	2130	5.5	16-Apr-09	Thu	900	1300	4.00	17-Apr-09	Fri	900	1200	3.00
	ORDINARY					ORDINARY					ORDINARY			
	MON-FRI	15.4		0.00		MON-FRI	15.4		0.00		MON-FRI	15.4		0.00
	SAT	23.1		0.00		SAT	23.1		0.00		SAT	23.1		0.00
	SHIFT RATE	17.71	5.5	97.41		SHIFT RATE	17.71				SHIFT RATE	17.71		
	SPLIT SHIFT	18.48		0.00		SPLIT SHIFT	18.48	10	184.80		SPLIT SHIFT	18.48	9	166.32
	SICK	15.4		0.00		SICK	15.4		0.00		SICK	15.4		0.00
	PH	15.4				PH	15.4				PH	15.4		
	TOTAL		5.5	97.41		TOTAL		10	184.80		TOTAL		9	166.32
DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR
21-Apr-09	Tue	1600	2130	5.50	22-Apr-09	Wed	900	1230	3.50	23-Apr-09	Thu	900	1300	4.00
	ORDINARY					ORDINARY					ORDINARY			
	MON-FRI	15.4		0.00		MON-FRI	15.4		0.00		MON-FRI	15.4		0.00
	SAT	23.1		0.00		SAT	23.1		0.00		SAT	23.1		0.00
	SHIFT RATE	17.71	5.5	97.41		SHIFT RATE	17.71				SHIFT RATE	17.71		
	SPLIT SHIFT	18.84		0.00		SPLIT SHIFT	18.84	9	169.56		SPLIT SHIFT	18.84	10	188.40
	SICK	15.4		0.00		SICK	15.4		0.00		SICK	15.4		0.00
	PH	15.4				PH	15.4				PH	15.4		
	TOTAL		5.5	97.41		TOTAL		9	169.56		TOTAL		10	188.40
DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR
27-Apr-09	Mon	900	1200	3	28-Apr-09	Tue	1600	2130	5.50	28-Apr-09				
	ORDINARY					ORDINARY					ORDINARY			
	MON-FRI	15.4		0.00		MON-FRI	15.4		0.00		ACTUAL			
	SAT	23.1		0.00		SAT	23.1		0.00		<76HRS	15.4	0	0.00
	SHIFT RATE	17.71		0.00		SHIFT RATE	17.71	5.5	97.41		O/T DIFF	12.32	5.5	67.76
	SPLIT SHIFT	18.48	9	166.32		SPLIT SHIFT	18.48		0.00					
	SICK	15.4		0.00		SICK	15.4		0.00					
	PH	15.4				PH	15.4							
	TOTAL		9	166.32		TOTAL		5.5	97.41		TOTAL		0	0.00
DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR
20-Apr-09	Mon	900	1200	3.00	24-Apr-09	Fri	900	1200	3.00	28-Apr-09				
	ORDINARY					ORDINARY					ORDINARY			
	MON-FRI	15.4		0.00		MON-FRI	15.4		0.00		ACTUAL			
	SAT	23.1		0.00		SAT	23.1		0.00		<76HRS	15.4	0	0.00
	SHIFT RATE	17.71				SHIFT RATE	17.71				O/T DIFF	12.32	5.5	67.76
	SPLIT SHIFT	18.48	9	166.32		SPLIT SHIFT	18.48	9	169.56					
	SICK	15.4		0.00		SICK	15.4		0.00					
	PH	15.4				PH	15.4							
	TOTAL		9	166.32		TOTAL		9	169.56		TOTAL			1571.26

DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	
27-May-09	Wed	1600	2130	5.5	28-May-09	Thu	1400	2200	8.00	29-May-09	Fri	900	1100	2.00	30-May-09	Sat	900	1700	8.00	
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	
MON -FRI		15.4		0.00	MON -FRI		15.4		0.00	MON -FRI		15.4		0.00	MON -FRI		15.4		0.00	
SAT		23.1		0.00	SAT		23.1		0.00	SAT		23.1		0.00	SAT		23.1	8	184.80	
SHIFT RATE		17.71	5.5	97.41	SHIFT RATE		17.71	8	141.68	SHIFT RATE		17.71		0.00	SHIFT RATE		17.71		0.00	
SPLIT SHIFT		18.84		0.00	SPLIT SHIFT		18.84		0.00	SPLIT SHIFT		18.84	8	150.72	SPLIT SHIFT		18.84		0.00	
SICK		15.4		0.00	SICK		15.4		0.00	SICK		15.4		0.00	SICK		15.4		0.00	
PH		15.4			PH		15.4			PH		15.4			PH		15.4			
TOTAL				5.5	97.41	TOTAL			8	141.68	TOTAL			8	150.72	TOTAL			8	184.80
01-Jun-09	Mon	1600	2200	6.00	02-Jun-09	Tue	1600	2130	5.50	03-Jun-09	Wed	1600	2130	5.50	04-Jun-09	Thu	1400	2200	8.00	
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	
MON -FRI		15.4		0.00	MON -FRI		15.4		0.00	MON -FRI		15.4		0.00	MON -FRI		15.4		0.00	
SAT		23.1		0.00	SAT		23.1		0.00	SAT		23.1		0.00	SAT		23.1		0.00	
SHIFT RATE		17.71	6	106.26	SHIFT RATE		17.71	5.5	97.41	SHIFT RATE		17.71	5.5	97.41	SHIFT RATE		17.71	8	141.68	
SPLIT SHIFT		18.48		0.00	SPLIT SHIFT		18.48		0.00	SPLIT SHIFT		18.48		0.00	SPLIT SHIFT		18.48		0.00	
SICK		15.4		0.00	SICK		15.4		0.00	SICK		15.4		0.00	SICK		15.4		0.00	
PH		15.4			PH		15.4			PH		15.4			PH		15.4			
TOTAL				6	106.26	TOTAL			5.5	97.41	TOTAL			5.5	97.41	TOTAL			8	141.68
05-Jun-09	Fri	1600	2200	6	08-Jun-09	Mon	0	0	7.60	09-Jun-09	Tue	1600	2130	5.50	09-Jun-09					
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	
MON -FRI		15.4		0.00	MON -FRI		15.4		0.00	MON -FRI		15.4		0.00	ACTUAL			73.6	1338.06	
SAT		23.1		0.00	SAT		23.1		0.00	SAT		23.1		0.00	<76 HRS		15.4	2.4	36.96	
SHIFT RATE		17.71	6	106.26	SHIFT RATE		17.71		0.00	SHIFT RATE		17.71	5.5	97.41	O/T DIFF		12.32	0	0.00	
SPLIT SHIFT		18.48		0.00	SPLIT SHIFT		18.48		0.00	SPLIT SHIFT		18.48		0.00						
SICK		15.4		0.00	SICK		15.4		0.00	SICK		15.4		0.00						
PH		15.4			PH		15.4	7.6	117.04	PH		15.4		0.00						
TOTAL				6	106.26	TOTAL			7.6	117.04	TOTAL			5.5	97.41	TOTAL			8	1375.02

DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	
24-Jun-09	Wed	1600	2130	5.5	25-Jun-09	Thu	900	1100	2.00	26-Jun-09	Fri	900	1200	3.00	29-Jun-09	Mon	600	830	2.50	
	ORDINARY					ORDINARY					ORDINARY					ORDINARY				
	MON-FRI			0.00		MON-FRI			0.00		MON-FRI			0.00		MON-FRI			0.00	
	SAT			0.00		SAT			0.00		SAT			0.00		SAT			0.00	
	SHIFT RATE			97.41		SHIFT RATE			0.00		SHIFT RATE			0.00		SHIFT RATE			0.00	
	SPLIT SHIFT			0.00		SPLIT SHIFT			184.80		SPLIT SHIFT			203.28		SPLIT SHIFT			157.08	
	SICK			0.00		SICK			0.00		SICK			0.00		SICK			0.00	
	PH			0.00		PH			0.00		PH			0.00		PH			0.00	
	TOTAL			5.5	97.41	TOTAL			10	184.80	TOTAL			11	203.28	TOTAL			8.5	157.08
30-Jun-09	Tue	900	1230	3.50	01-Jul-09	Wed	900	1130	2.50	02-Jul-09	Thu	1400	2200	8.00	03-Jul-09	Fri	1600	2200	6.00	
	ORDINARY					ORDINARY					ORDINARY					ORDINARY				
	MON-FRI			0.00		MON-FRI			0.00		MON-FRI			0.00		MON-FRI			0.00	
	SAT			0.00		SAT			0.00		SAT			0.00		SAT			0.00	
	SHIFT RATE			0.00		SHIFT RATE			0.00		SHIFT RATE			141.68		SHIFT RATE			106.26	
	SPLIT SHIFT			169.56		SPLIT SHIFT			147.84		SPLIT SHIFT			0.00		SPLIT SHIFT			0.00	
	SICK			0.00		SICK			0.00		SICK			0.00		SICK			0.00	
	PH			0.00		PH			0.00		PH			0.00		PH			0.00	
	TOTAL			9	169.56	TOTAL			8	147.84	TOTAL			8	141.68	TOTAL			6	106.26
06-Jul-09	Mon	1600	2200	6	07-Jul-09	Tue	900	1130	2.50	07-Jul-09	Tue	1600	2130	5.50	07-Jul-09	Mon	1600	2200	6	
	ORDINARY					ORDINARY					ORDINARY					ORDINARY				
	MON-FRI			0.00		MON-FRI			0.00		MON-FRI			0.00		MON-FRI			0.00	
	SAT			0.00		SAT			0.00		SAT			0.00		SAT			0.00	
	SHIFT RATE			106.26		SHIFT RATE			0.00		SHIFT RATE			0.00		SHIFT RATE			0.00	
	SPLIT SHIFT			0.00		SPLIT SHIFT			147.84		SPLIT SHIFT			0.00		SPLIT SHIFT			0.00	
	SICK			0.00		SICK			0.00		SICK			0.00		SICK			0.00	
	PH			0.00		PH			0.00		PH			0.00		PH			0.00	
	TOTAL			6	106.26	TOTAL			8	147.84	TOTAL			8	141.68	TOTAL			0	0.00
	END DATE					END DATE					END DATE					END DATE				
	07-Jul-09					07-Jul-09					07-Jul-09					07-Jul-09				
	ORDINARY					ORDINARY					ORDINARY					ORDINARY				
	ACTUAL			80		ACTUAL			0.00		ACTUAL			1462.01		ACTUAL			1462.01	
	<76 HRS			0.00		<76 HRS			0.00		<76 HRS			0.00		<76 HRS			0.00	
	O/T DIFF			49.28		O/T DIFF			0.00		O/T DIFF			49.28		O/T DIFF			49.28	
	DUE			1511.29		DUE			0.00		DUE			0.00		DUE			1511.29	

DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	
08-Jul-09	Wed	1600	2130	5.5	09-Jul-09	Thu	1400	2200	8.00	10-Jul-09	Fri	900	1100	2.00	13-Jul-09	Mon	1600	2200	6.00	
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	
MON-FRI		15.4		0.00																
SAT		23.1		0.00																
SHIFT RATE		17.71	5.5	97.41	SHIFT RATE		17.71	8	141.68	SHIFT RATE		17.71	6	106.26	SHIFT RATE		17.71	6	106.26	
SPLIT SHIFT		18.48		0.00	SPLIT SHIFT		18.48		0.00	SPLIT SHIFT		18.48	8	147.84	SPLIT SHIFT		18.48		0.00	
SICK		15.4		0.00																
PH		15.4		0.00																
TOTAL			5.5	97.41	TOTAL			8	141.68	TOTAL			8	147.84	TOTAL			6	106.26	
DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	
14-Jul-09	Tue	900	1100	2.00	15-Jul-09	Wed	900	1100	2.00	16-Jul-09	Thu	1400	2200	8.00	17-Jul-09	Fri	1600	2200	6.00	
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	
MON-FRI		15.4		0.00																
SAT		23.1		0.00																
SHIFT RATE		17.71	7.5	138.60	SHIFT RATE		17.71	7.5	138.60	SHIFT RATE		17.71	8	141.68	SHIFT RATE		17.71	6	106.26	
SPLIT SHIFT		18.48		0.00	SPLIT SHIFT		18.48		0.00	SPLIT SHIFT		18.48	7.5	138.60	SPLIT SHIFT		18.48		0.00	
SICK		15.4		0.00																
PH		15.4		0.00																
TOTAL			7.5	138.60	TOTAL			7.5	138.60	TOTAL			8	141.68	TOTAL			6	106.26	
DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	
20-Jul-02	Mon	900	1400	5	21-Jul-09	Tue	900	1200	3.00											
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY						ORDINARY		RATE	HOURS	PAY	
MON-FRI		15.4		0.00	MON-FRI		15.4		0.00						ACTUAL			76	1378.69	
SAT		23.1		0.00	SAT		23.1		0.00						<76 HRS		15.4			
SHIFT RATE		17.71		0.00	SHIFT RATE		17.71		0.00						O/T DIFF		12.32			
SPLIT SHIFT		18.48	11	203.28	SPLIT SHIFT		18.48	8.5	157.08											
SICK		15.4		0.00	SICK		15.4		0.00											
PH		15.4		0.00	PH		15.4		0.00											
TOTAL			11	203.28	TOTAL			8.5	157.08	TOTAL			0	0.00	TOTAL					1378.69

DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	
22-Jul-09	Wed	1600	2130	5.5	23-Jul-09	Thu	1400	2200	8.00	24-Jul-09	Fri	900	1200	3.00	27-Jul-09	Mon	0	0	7.60	
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	
MON -FRI		15.4		0.00	MON -FRI		15.4		0.00	MON -FRI		15.4		0.00	MON -FRI		15.4		0.00	
SAT		23.1		0.00																
SHIFT RATE		17.71	5.5	97.41	SHIFT RATE		17.71	8	141.68	SHIFT RATE		17.71		0.00	SHIFT RATE		17.71		0.00	
SPLIT SHIFT		18.48		0.00	SPLIT SHIFT		18.48		0.00	SPLIT SHIFT		18.48	9	166.32	SPLIT SHIFT		18.48		0.00	
SICK		15.4		0.00	SICK		15.4		0.00	SICK		15.4		0.00	SICK		15.4	7.6	117.04	
PH		15.4			PH		15.4			PH		15.4			PH		15.4			
TOTAL			5.5	97.41	TOTAL			8	141.68	TOTAL			9	166.32	TOTAL			7.6	117.04	
28-Jul-09	Tue	0	0	7.60	29-Jul-09	Wed	0	0	7.60	30-Jul-09	Thu	1400	2200	8.00	31-Jul-09	Fri	900	1200	3.00	
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	
MON -FRI		15.4		0.00	MON -FRI		15.4		0.00	MON -FRI		15.4		0.00	MON -FRI		15.4		0.00	
SAT		23.1		0.00																
SHIFT RATE		17.71		0.00	SHIFT RATE		17.71		0.00	SHIFT RATE		17.71	8	141.68	SHIFT RATE		17.71		0.00	
SPLIT SHIFT		18.48		0.00	SPLIT SHIFT		18.48		0.00	SPLIT SHIFT		18.48		0.00	SPLIT SHIFT		18.48	9	166.32	
SICK		15.4	7.6	117.04	SICK		15.4	7.6	117.04	SICK		15.4		0.00	SICK		15.4		0.00	
PH		15.4			PH		15.4			PH		15.4			PH		15.4			
TOTAL			7.6	117.04	TOTAL			7.6	117.04	TOTAL			8	141.68	TOTAL			9	166.32	
01-Aug-09	Sat	1700	1930	2.5	03-Aug-09	Mon	1600	2200	6.00	04-Aug-09	Tue	1600	2130	5.50	04-Aug-09					
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	
MON -FRI		15.4		0.00	MON -FRI		15.4		0.00	MON -FRI		15.4		0.00	ACTUAL			76.3	1325.94	
SAT		23.1	2.5	57.75	SAT		23.1		0.00	SAT		23.1		0.00	<76 HRS		15.4	0	0.00	
SHIFT RATE		17.71		0.00	SHIFT RATE		17.71	6	106.26	SHIFT RATE		17.71	5.5	97.41	O/T DIFF		12.32	0.3	3.70	
SPLIT SHIFT		18.48		0.00	SPLIT SHIFT		18.48		0.00	SPLIT SHIFT		18.48		0.00						
SICK		15.4		0.00	SICK		15.4		0.00	SICK		15.4		0.00						
PH		15.4			PH		15.4			PH		15.4								
TOTAL			2.5	57.75	TOTAL			6	106.26	TOTAL			5.5	97.41	DUE				1329.64	

DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR
19-Aug-09	Wed	0	0	0	20-Aug-09	Thu	1400	2200	8.00	21-Aug-09	Fri	900	1300	4.00
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY
MON -FRI		15.72		0.00	MON -FRI		15.72		0.00	MON -FRI		15.72		0.00
SAT		23.58		0.00	SAT		23.58		0.00	SAT		23.58	2	47.16
SHIFT RATE		18.08		0.00	SHIFT RATE		18.08	8	144.64	SHIFT RATE		18.08		0.00
SPLIT SHIFT		18.84		0.00	SPLIT SHIFT		18.84	10	188.40	SPLIT SHIFT		18.84		0.00
SICK		15.72		0.00	SICK		15.72		0.00	SICK		15.72		0.00
PH		15.72			PH		15.72			PH		15.72		
TOTAL			0	0.00	TOTAL			8	144.64	TOTAL			2	47.16
DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR
24-Aug-09	Mon	1600	2200	6.00	25-Aug-09	Tue	1600	2130	5.50	26-Aug-09	Wed	1600	2130	5.50
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY
MON -FRI		15.72		0.00	MON -FRI		15.72		0.00	MON -FRI		15.72		0.00
SAT		23.58		0.00	SAT		23.58		0.00	SAT		23.58		0.00
SHIFT RATE		18.08	6	108.48	SHIFT RATE		18.08	5.5	99.44	SHIFT RATE		18.08	8	144.64
SPLIT SHIFT		18.84		0.00	SPLIT SHIFT		18.84		0.00	SPLIT SHIFT		18.84		0.00
SICK		15.72		0.00	SICK		15.72		0.00	SICK		15.72		0.00
PH		15.72			PH		15.72			PH		15.72		
TOTAL			6	108.48	TOTAL			5.5	99.44	TOTAL			5.5	99.44
DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR
28-Aug-09	Fri	1600	2200	6	31-Aug-09	Mon	1600	2200	6.00	01-Sep-09	Tue	900	1300	4.00
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY
MON -FRI		15.72		0.00	MON -FRI		15.72		0.00	MON -FRI		15.72		0.00
SAT		23.58		0.00	SAT		23.58		0.00	SAT		23.58		0.00
SHIFT RATE		18.08	6	108.48	SHIFT RATE		18.08	6	108.48	SHIFT RATE		18.08		0.00
SPLIT SHIFT		18.84		0.00	SPLIT SHIFT		18.84		0.00	SPLIT SHIFT		18.84	9.5	178.98
SICK		15.72		0.00	SICK		15.72		0.00	SICK		15.72		0.00
PH		15.72			PH		15.72			PH		15.72		
TOTAL			6	108.48	TOTAL			6	108.48	TOTAL			9.5	178.98
DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR
22-Aug-09	Sat	900	1100	2.00	27-Aug-09	Thu	1400	2200	8.00	01-Sep-09				
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY
MON -FRI		15.72		0.00	MON -FRI		15.72		0.00	ACTUAL			66.5	1228.14
SAT		23.58	2	47.16	SAT		23.58		0.00	< 76 HRS		15.72	9.5	149.34
SHIFT RATE		18.08		0.00	SHIFT RATE		18.08		0.00	O/T DIFF		12.58	0	0.00
SPLIT SHIFT		18.84		0.00	SPLIT SHIFT		18.84		0.00					
SICK		15.72		0.00	SICK		15.72		0.00					
PH		15.72			PH		15.72							
TOTAL			2	47.16	TOTAL			8	144.64	TOTAL				1377.48
DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR
22-Aug-09	Sat	900	1100	2.00	27-Aug-09	Thu	1400	2200	8.00	01-Sep-09				
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY
MON -FRI		15.72		0.00	MON -FRI		15.72		0.00	ACTUAL			66.5	1228.14
SAT		23.58	2	47.16	SAT		23.58		0.00	< 76 HRS		15.72	9.5	149.34
SHIFT RATE		18.08		0.00	SHIFT RATE		18.08		0.00	O/T DIFF		12.58	0	0.00
SPLIT SHIFT		18.84		0.00	SPLIT SHIFT		18.84		0.00					
SICK		15.72		0.00	SICK		15.72		0.00					
PH		15.72			PH		15.72							
TOTAL			2	47.16	TOTAL			8	144.64	TOTAL				1377.48

T13582 wages calculations

fortnight ending 29 September 2009

DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR
16-Sep-09	Wed	900	1230	3.5	17-Sep-09	Thu	1400	2200	8.00	18-Sep-09	Fri	900	1130	2.50	21-Sep-09	Mon	0	0	0.00
		1600	2130	5.5								1600	2200	6.00					
	ORDINARY					ORDINARY					ORDINARY				ORDINARY				
	MON-FRI			0.00		MON-FRI			0.00		MON-FRI			0.00	MON-FRI				0.00
	SAT			0.00		SAT			0.00		SAT			0.00	SAT				0.00
	SHIFT RATE			0.00		SHIFT RATE		144.64	0.00		SHIFT RATE		18.08	0.00	SHIFT RATE		18.08	0	0.00
	SPLIT SHIFT			169.74		SPLIT SHIFT		18.86	0.00		SPLIT SHIFT		18.86	160.31	SPLIT SHIFT		18.86		0.00
	SICK			0.00		SICK		15.72	0.00		SICK			0.00	SICK		15.72	7.6	119.47
	PH					PH		15.72			PH				PH		15.72		
	TOTAL			9	169.74	TOTAL		8	144.64	TOTAL			8.5	160.31	TOTAL			7.6	119.47
22-Sep-09	Tue	1600	2200	6.00	23-Sep-09	Wed	900	1100	2.00	24-Sep-09	Thu	1400	2200	8.00	25-Sep-09	Fri	1600	2200	6.00
	ORDINARY					ORDINARY					ORDINARY				ORDINARY				
	MON-FRI			0.00		MON-FRI			0.00		MON-FRI			0.00	MON-FRI				0.00
	SAT			0.00		SAT			0.00		SAT			0.00	SAT				0.00
	SHIFT RATE			108.48		SHIFT RATE		18.08	0.00		SHIFT RATE		18.08	144.64	SHIFT RATE		18.08	6	108.48
	SPLIT SHIFT			0.00		SPLIT SHIFT		18.86	7.5	0.00	SPLIT SHIFT		18.86	0.00	SPLIT SHIFT		18.86		0.00
	SICK			0.00		SICK		15.72	0.00		SICK			0.00	SICK		15.72		0.00
	PH					PH		15.72			PH				PH		15.72		
	TOTAL			6	108.48	TOTAL		7.5	141.45	TOTAL			8	144.64	TOTAL			6	108.48
28-Sep-09	Mon	1600	2200	6	29-Sep-09	Tue	1600	2130	5.50	29-Sep-09	Tue	1600	2130	5.50	29-Sep-09	Tue	1600	2130	5.50
	ORDINARY					ORDINARY					ORDINARY				ORDINARY				
	MON-FRI			0.00		MON-FRI			0.00		MON-FRI			0.00	MON-FRI				0.00
	SAT			0.00		SAT			0.00		SAT			0.00	SAT				0.00
	SHIFT RATE			108.48		SHIFT RATE		18.08	5.5	99.44	SHIFT RATE		18.08	5.5	SHIFT RATE		18.08	0	0.00
	SPLIT SHIFT			0.00		SPLIT SHIFT		18.86	0.00	0.00	SPLIT SHIFT		18.86	0.00	SPLIT SHIFT		18.86		0.00
	SICK			0.00		SICK		15.72	0.00	0.00	SICK		15.72	0.00	SICK		15.72		0.00
	PH					PH		15.72			PH				PH		15.72		
	TOTAL			6	108.48	TOTAL		5.5	99.44	TOTAL			0	0.00	TOTAL			0	0.00
	ORDINARY					ORDINARY					ORDINARY				ORDINARY				
	MON-FRI			0.00		MON-FRI			0.00		MON-FRI			0.00	MON-FRI				0.00
	SAT			0.00		SAT			0.00		SAT			0.00	SAT				0.00
	SHIFT RATE			108.48		SHIFT RATE		18.08	5.5	99.44	SHIFT RATE		18.08	5.5	SHIFT RATE		18.08	0	0.00
	SPLIT SHIFT			0.00		SPLIT SHIFT		18.86	0.00	0.00	SPLIT SHIFT		18.86	0.00	SPLIT SHIFT		18.86		0.00
	SICK			0.00		SICK		15.72	0.00	0.00	SICK		15.72	0.00	SICK		15.72		0.00
	PH					PH		15.72			PH				PH		15.72		
	TOTAL			6	108.48	TOTAL		5.5	99.44	TOTAL			0	0.00	TOTAL			0	0.00
	ACTUAL			1305.13		ACTUAL					ACTUAL				ACTUAL				
	<76 HRS			61.31		<76 HRS					<76 HRS				<76 HRS				
	O/T DIFF			0.00		O/T DIFF					O/T DIFF				O/T DIFF				
	DUE			1366.44		DUE					DUE				DUE				

DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR
30-Sep-09	Wed	900	1300	4	01-Oct-09	Thu	1400	2200	8.00	02-Oct-09	Fri	900	1300	4.00
		1600	2130	5.5								1600	2200	6.00
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY
MON -FRI		15.72		0.00	MON -FRI		15.72		0.00	MON -FRI		15.72		0.00
SAT		23.58		0.00	SAT		23.58		0.00	SAT		23.58	3	70.74
SHIFT RATE		18.08		0.00	SHIFT RATE		18.08		0.00	SHIFT RATE		18.08	0	0.00
SPLIT SHIFT		18.86	9.5	179.17	SPLIT SHIFT		18.86	10	188.60	SPLIT SHIFT		18.86		0.00
SICK		15.72		0.00	SICK		15.72		0.00	SICK		15.72		0.00
PH		15.72			PH		15.72			PH		15.72		
TOTAL			9.5	179.17	TOTAL			8	144.64	TOTAL			3	70.74
DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR
05-Oct-09	Mon	900	1430	5.50	06-Oct-09	Tue	900	1400	5.00	07-Oct-09	Wed	900	1100	2.00
		1600	2130	5.50			1600	2130	5.50			1600	2130	5.50
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY
MON -FRI		15.72		0.00	MON -FRI		15.72		0.00	MON -FRI		15.72		0.00
SAT		23.58		0.00	SAT		23.58		0.00	SAT		23.58		0.00
SHIFT RATE		18.08		0.00	SHIFT RATE		18.08		0.00	SHIFT RATE		18.08	8	144.64
SPLIT SHIFT		18.86	11	207.46	SPLIT SHIFT		18.86	10.5	198.03	SPLIT SHIFT		18.86		0.00
SICK		15.72		0.00	SICK		15.72		0.00	SICK		15.72		0.00
PH		15.72			PH		15.72			PH		15.72		
TOTAL			11	207.46	TOTAL			10.5	198.03	TOTAL			7.5	141.45
DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR
09-Oct-09	Fri	1600	2200	6	12-Oct-09	Mon	1600	2200	6.00	13-Oct-09	Tue	1600	2130	5.50
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY
MON -FRI		15.72		0.00	MON -FRI		15.72		0.00	MON -FRI		15.72		0.00
SAT		23.58		0.00	SAT		23.58		0.00	SAT		23.58		0.00
SHIFT RATE		18.08	6	108.48	SHIFT RATE		18.08	6	108.48	SHIFT RATE		18.08	5.5	99.44
SPLIT SHIFT		18.86		0.00	SPLIT SHIFT		18.86		0.00	SPLIT SHIFT		18.86		0.00
SICK		15.72		0.00	SICK		15.72		0.00	SICK		15.72		0.00
PH		15.72			PH		15.72			PH		15.72		
TOTAL			6	108.48	TOTAL			6	108.48	TOTAL			5.5	99.44
DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR
03-Oct-09	Sat	900	1200	3.00	08-Oct-09	Thu	1400	2200	8.00	13-Oct-09				
ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY	ORDINARY		RATE	HOURS	PAY
MON -FRI		15.72		0.00	MON -FRI		15.72		0.00	ACTUAL			85	1591.13
SAT		23.58		0.00	SAT		23.58		0.00	<76HRS		15.72	0	0.00
SHIFT RATE		18.08		0.00	SHIFT RATE		18.08		0.00	O/T PDIFFF		12.58	9	113.22
SPLIT SHIFT		18.86		0.00	SPLIT SHIFT		18.86		0.00					
SICK		15.72		0.00	SICK		15.72		0.00					
PH		15.72			PH		15.72							
TOTAL			3	70.74	TOTAL			8	144.64	TOTAL				1704.35

DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR	DATE	DAY	STRT	END	DUR
14-Oct-09	Wed	1600	2130	5.5	15-Oct-09	Thu	1400	2200	8.00	02-Oct-09	Fri	900	1100	2.00	17-Oct-09	Sat	1700	1930	2.50
	ORDINARY					ORDINARY					ORDINARY					ORDINARY			
	MON -FRI	15.72		0.00		MON -FRI	15.72		0.00		MON -FRI	15.72		0.00		MON -FRI	15.72		0.00
	SAT	23.58		0.00		SAT	23.58		0.00		SAT	23.58		0.00		SAT	23.58	2.5	58.95
	SHIFT RATE	18.08	5.5	99.44		SHIFT RATE	18.08	8	144.64		SHIFT RATE	18.08		0.00		SHIFT RATE	18.08	0	0.00
	SPLIT SHIFT	18.86		0.00		SPLIT SHIFT	18.86		0.00		SPLIT SHIFT	18.86	8	150.88		SPLIT SHIFT	18.86		0.00
	SICK	15.72		0.00		SICK	15.72		0.00		SICK	15.72		0.00		SICK	15.72		0.00
	PH	15.72				PH	15.72				PH	15.72				PH	15.72		
	TOTAL		5.5	99.44		TOTAL		8	144.64		TOTAL		8	150.88		TOTAL		2.5	58.95
19-Oct-09	Mon	1600	2200	6.00	20-Oct-09	Tue	1600	2130	5.50	21-Oct-09	Wed	900	1130	2.50	22-Oct-09	Thu	0	0	7.60
	ORDINARY					ORDINARY					ORDINARY					ORDINARY			
	MON -FRI	15.72		0.00		MON -FRI	15.72		0.00		MON -FRI	15.72		0.00		MON -FRI	15.72		0.00
	SAT	23.58		0.00		SAT	23.58		0.00		SAT	23.58		0.00		SAT	23.58		0.00
	SHIFT RATE	18.08	6	108.48		SHIFT RATE	18.08	5.5	99.44		SHIFT RATE	18.08		0.00		SHIFT RATE	18.08		0.00
	SPLIT SHIFT	18.86		0.00		SPLIT SHIFT	18.86		0.00		SPLIT SHIFT	18.86	10.5	198.03		SPLIT SHIFT	18.86		0.00
	SICK	15.72		0.00		SICK	15.72		0.00		SICK	15.72		0.00		SICK	15.72		0.00
	PH	15.72				PH	15.72				PH	15.72				PH	15.72	7.6	119.47
	TOTAL		6	108.48		TOTAL		5.5	99.44		TOTAL		10.5	198.03		TOTAL		7.6	119.47
23-Oct-09	Fri	900	1100	2	26-Oct-09	Mon	1600	2200	6.00	27-Oct-09	Tue	900	1200	3.00					
	ORDINARY					ORDINARY					ORDINARY					ORDINARY			
	MON -FRI	15.72		0.00		MON -FRI	15.72		0.00		MON -FRI	15.72		0.00		ACTUAL		76.1	1399.00
	SAT	23.58		0.00		SAT	23.58		0.00		SAT	23.58		0.00		<76HRS		15.72	0
	SHIFT RATE	18.08		0.00		SHIFT RATE	18.08	6	108.48		SHIFT RATE	18.08		0.00		O/T DIFF		12.58	0.1
	SPLIT SHIFT	18.86	8	150.88		SPLIT SHIFT	18.86		0.00		SPLIT SHIFT	18.86	8.5	160.31					
	SICK	15.72		0.00		SICK	15.72		0.00		SICK	15.72		0.00					
	PH	15.72				PH	15.72				PH	15.72							
	TOTAL		8	150.88		TOTAL		6	108.48		TOTAL		8.5	160.31		TOTAL			1400.26