

Example of STCA backpay check

Daily arrears rates

Old Step	Rates to 3 July	New Step	Rate from 3 July	One day back pay
1	\$51,358	1	\$56,757	\$14.79
2	\$53,544	1	\$56,757	\$8.80
3	\$55,948	2	\$59,305	\$9.20
4	\$58,133	3	\$61,621	\$9.56
5	\$61,794	4	\$65,502	\$10.16
6	\$65,776	5	\$69,723	\$10.81
7	\$70,040	6	\$74,243	\$11.52
8	\$75,190	7	\$79,702	\$12.36
9	\$79,413	8	\$84,178	\$13.05
10	\$85,490	9	\$90,620	\$14.05
11	\$90,000	10	\$95,400	\$14.79

Example of payment slip

Period Number: 15	
Period: 04/10/2023 to 17/10/2023	
Pay Day: 17/10/2023	
Job at 00XXX - Womble High School - Secondary Teacher - Grade 3+ - Step 08 (Full time)	
14 days Fixed Term Unit Allowance @ 10,000.00	383.56
Started 09/10/2023, 9 days Salary @ 84,178.00 per annum	2,075.62
In the period 12/07/2023 - 03/10/2023, 0 days Salary per annum Arrears	822.43
14 days Permanent MMA Allowance @ 4,000.00	153.42
14 days Permanent Unit Allowance @ 10,000.00	383.56
In the period 26/07/2023 - 22/08/2023, 0 days Union Leave per annum Arrears	52.20
In the period 28/06/2023 - 25/07/2023, 0 days Teach HP Perm per annum Arrears	182.76
Stopped 08/10/2023, 5 days Teach HP Perm @ 84,178.00 per annum	1,153.12
In the period 26/07/2023 - 08/08/2023, 0 days Sick Leave per annum Arrears	13.05
In the period 06/09/2023 - 03/10/2023, 0 days Sick Leave per annum Arrears	26.11
In the period 20/09/2023 - 03/10/2023, 0 days Teach HP Perm per annum Arrears	117.49

Working out if the backpay is right for the example above

1. Ignore MAs and units and other allowances – no change to rates, no backpay,

2. The new rate is paid in tis pay period – so no arrears for dates 4-17 October.

Date	Status	Period days	Arrears Paid
9/10/2023	17/10/2023 Ordinary	9	\$0
4/10/2023	8/10/2023 'Stopped' holiday pay	5	\$0

3. From 3 July to 3 October is 93 days of arrears (if you were in paid work over that time).

If you were on unpaid leave for some days during the period then you will not receive arrears payments for those days, so will have fewer than 93 days back pay. For you the arrears days are 93 less the unpaid days you have taken since 3 July. Use that figure when checking your own backpay.

4. Work out how many days of arrears paid by dividing the payment by the daily arrears rate (see table above for your rate). For the example pay slip:

Each day for new step 8 is \$13.06 of arrears.

In the period 28/06/2023 - 25/07/2023, 0 days Teach HP Perm per annum Arrears 182.76

They paid arrears for holiday pay between the given dates and in total it is \$182.76. It is \$13.05 per day, so $182.76/13.05$ is 14 days of arrears paid.

Based on that calculation in the example above they have paid arrears as follows:

Date	To	Status	Arrears Paid	Days of arrears
20/09/2023	3/10/2023	HP (Holiday pay)	\$117.49	9
6/09/2023	3/10/2023	Sick leave	\$26.12	2
12/07/2023	3/10/2023	Salary	\$822.43	63
26/07/2023	22/08/2023	Union Leave	\$52.20	4
26/07/2023	8/08/2023	Sick leave	\$13.05	1
28/06/2023	25/07/2023	HP	\$182.76	14

5. Check the days paid in arrears add up to 93 (or your number if you had unpaid leave)

Between the arrears dates in the example they have paid arrears on:

- 3 days sick leave,
- 4 days union leave,
- 23 days holiday pay and
- 63 days Salary (i.e 'ordinary' days).

The total 'days of arrears' paid is 93, so they have paid all the arrears due.

If the days do not add up to 93

- they have made a mistake or
- there were some AWOP leave for some days, and you will know if that is correct.

If your step changed by increment

If you went up a step because you completed another year of teaching during the period between 3 July and 3 October, then you will be back paid at two different rates within the 93 days of arrear and will have probably have more lines on your pay slip. These will show arrears separately at different rates for the two steps within the relevant pay periods.