

# Dynamic pay rates

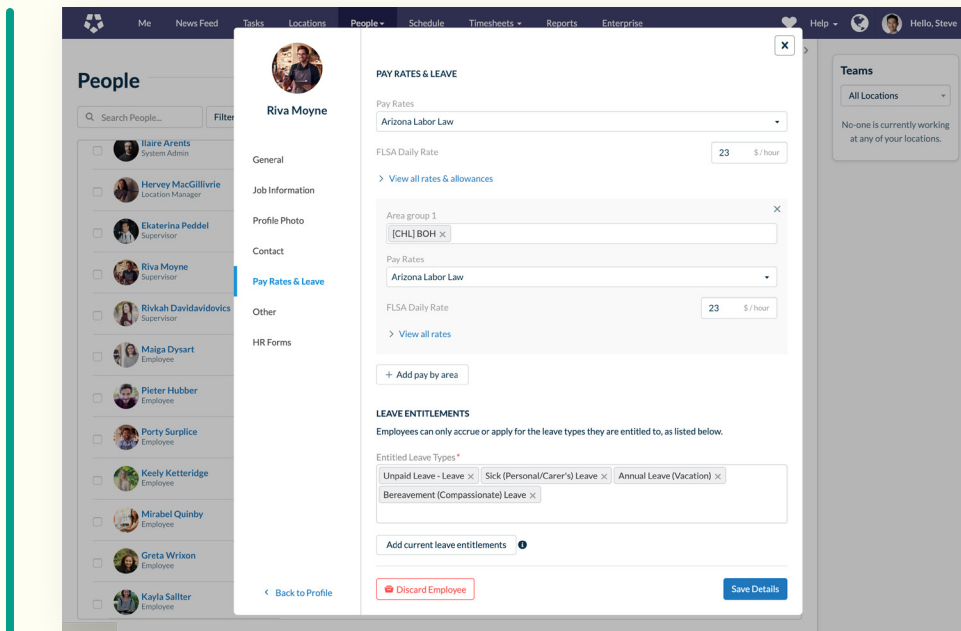


## Set different pay rates based on skills, capabilities, and roles

In many businesses, it's common for employees to occasionally perform roles or carry out duties that qualify them for a different rate of pay to their standard entitlement. This can be challenging for businesses to keep track of manually, which is why Deputy's Pay by Area feature is here to do the heavy lifting for you.

With Pay by Area, your employee's can be allocated a default rate of pay and contract conditions based on the role that they usually perform, while also setting alternative rates of pay and pay conditions that can be triggered based on where they are scheduled to work.

Importantly, Deputy also keeps track of things like overtime and compliance conditions relevant to where they're scheduled, with everything recorded on their timesheet.



## Higher Duty pay

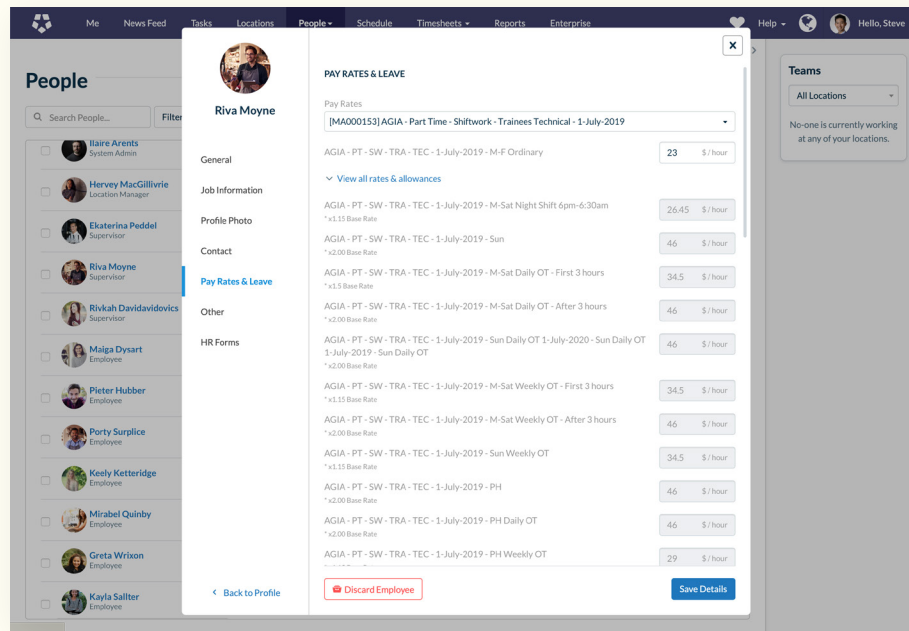
When an employee performs a role that is above their standard employment conditions, such as a more senior or managerial role, they are usually entitled to a higher base rate than their default. In this instance, a receptionist could be scheduled to the area of 'manager', triggering a higher pay rate.

## Hazard Pay

In some industries, employees may occasionally need to carry out work under what is considered 'hazardous working conditions'. This may include duties such as managing hazardous waste or working in a dangerous environment. To ensure the employee is compensated correctly, they could be scheduled to an area labelled 'Hazardous Work', ensuring for the hours they are scheduled to work in that role, the hazardous duty pay will apply.

## Different role pay

If an employee is moving between different types of roles, even at the same level, this may require different rates of pay or compliance conditions. For example, if an employee who is regularly scheduled to work in deliveries is required to work a shift in inventory management, they could be scheduled to that area accordingly.



The screenshot displays the Deputy HR interface. On the left, a 'People' sidebar lists employees, with Riva Moyne selected. The main panel shows the 'PAY RATES & LEAVE' section for Riva Moyne. The top of this section shows 'Pay Rates' for '[MA000153]AGIA - Part Time - Shiftwork - Trainees Technical - 1-July-2019'. Below this, a table lists various pay rates for different roles and conditions. At the bottom of the panel, there are buttons for 'Back to Profile', 'Discard Employee', and 'Save Details'.

Role/Condition	Rate (\$/hour)
AGIA - PT - SW - TRA - TEC - 1-July-2019 - M-F Ordinary	23
AGIA - PT - SW - TRA - TEC - 1-July-2019 - M-Sat Night Shift 6pm-6:30am	26.45
AGIA - PT - SW - TRA - TEC - 1-July-2019 - Sun	46
AGIA - PT - SW - TRA - TEC - 1-July-2019 - M-Sat Daily OT - First 3 hours	34.5
AGIA - PT - SW - TRA - TEC - 1-July-2019 - M-Sat Daily OT - After 3 hours	46
AGIA - PT - SW - TRA - TEC - 1-July-2019 - Sun Daily OT 1-July-2019 - Sun Daily OT	46
AGIA - PT - SW - TRA - TEC - 1-July-2019 - M-Sat Weekly OT - First 3 hours	34.5
AGIA - PT - SW - TRA - TEC - 1-July-2019 - M-Sat Weekly OT - After 3 hours	46
AGIA - PT - SW - TRA - TEC - 1-July-2019 - Sun Weekly OT	34.5
AGIA - PT - SW - TRA - TEC - 1-July-2019 - PH	46
AGIA - PT - SW - TRA - TEC - 1-July-2019 - PH Daily OT	46
AGIA - PT - SW - TRA - TEC - 1-July-2019 - PH Weekly OT	29