

Annual Cost Projection* for a Core Roster

Demo only, SCHADS Modern from 1-Jul-2012 [Status Quo]

Ref: C0001-Test House-27-3-2013-1713

***YET TO BE SUBJECTED TO FORMAL VALIDATION IN CONSULTATION WITH YOUR ORGANISATION.**

	EFT		\$
REGULAR STAFF BASE SALARIES			
Commuted EFT [0 Positions]			
Non Commuted EFT [49 Positions]	20.5263	20.5263	731,414
add RELIEF STAFF BASE SALARIES			
Recreation Leave [9.9% of Rostered EFT]	2.0324		74,875
Sick Leave [5.6% of Rostered EFT]	1.1523		42,450
No Substituted Leave			11,427
Provision for Parental Leave [0.5% of Rostered EFT]	0.1042		3,714
Extra Hours due to Active Night Overtime [1.8% of Rostered EFT]	0.3687		13,105
Client Closedown / Illness [0.04 EFT Per Client]	0.2642	3.9217	9,732
TOTAL EFT:	24.4480	ORDINARY SALARIES:	886,717
add ALLOWANCES			
Clothing Allowance [\$0.00 Per Annum per EFT]			
Sleepover Allowance [\$39.67 per night]			57,958
Caution: 112 Sleepover Shifts Found			
add LOADINGS, OVERTIME & PENALTIES			
Casual Loading (25% of Casual Base Salaries)			8,455
Commuted Allowance			
Holiday Loading [F/T=17.5%: P/T Rate depends on P/T Penalties]			15,615
Extra Costs due to Ordinary Overtime			4,895
Extra Costs due to Active Night Overtime [1461 x 0.5 Hrs]			7,514
Public Holiday Penalties			24,021
Weekend Penalties (50% Sat, 100% Sun; 10% depending on Shift Times)			148,228
Weekday Penalties (10% depending on Shift Times)			29,583
SUB TOTAL ONSITE COSTING (EXCLUDES CONTINGENCY):			1,182,986
add CONTINGENCY			
Allowance for Client Behaviours and Other Unplanned Staffing Costs [0.05 EFT]			2,310
Allowance for Agency Fees Above Agency Staff Salaries			4,180
TOTAL ONSITE COSTING (INCLUDES CONTINGENCY):			1,185,296
add CORPORATE OVERHEADS			
Workcover premium for rostered staff [2.30% of Total Roster Cost and Superannuation combined]			\$33,259
Superannuation [9.0% of Total Roster Cost]			\$106,677
Contribution to the org's major and minor works			\$4,555
Contribution to org mgt, training, admin and operating [22.00% of Total Onsite Costing incl. Contingency]			\$260,765
TOTAL COSTING INCLUDING CONTRIBUTION TO CORPORATE OVERHEADS:			1,590,553

Client Support Hours Per Annum (Excludes Contingency)

Rostered	40,699	
Client Holidays & Client Illness	464	
Extra Hours due to Active Night Overtime	417	41,581

Unit Costs

Onsite Unit Cost [Total Onsite Costing / Client Contact Hours]	28.51
Organisation Unit Cost [(Total Costing less Works) / Client Contact Hours]	38.14
Support hours per client per annum [Clients = 7]	5,940
Cost per client per annum [Roster Cost / No. of Clients]	168,998

Estimated Commuted Allowance Efficiency (Excludes Contingency)

Benchmark Commuted Utilisation	18.0%
Roster Commuted Utilisation (Excludes Sick Leave, LSL, Mat Lve)	n/a

This costing assumes that no Rostered Shift Lines are left vacant during the year. If Rostered Shift Lines are left vacant for extended periods, then this costing will significantly underestimate final expenditure, arising from increased use of overtime and casual staff usage.

rostercoaster

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The projection on PAGE 1 of 2 is based on the following parameters

Sleepovers per 4 Week Period	112	Number of clients in CRU	7
% Chance a Casual will be used to replace a Sick Lve Shift	40%	% Chance Agency will be used to replace a Sick Lve Shift	6%
% Chance a Casual will be used to replace a Rec Lve Shift	15%	% Chance Agency will be used to replace a Rec Lve Shift	6%
% Chance Overtime will be used to replace a Sick Lve Shift	5%	% Chance Non Overtime Rostered will be used to replace a Sick Lve Shift	67%
% Chance Overtime will be used to replace a Rec Lve Shift	5%	% Chance Non Overtime Rostered will be used to replace a Rec Lve Shift	66%
Contribution to org mgt, training, admin and operating	22%	Contribution to the org's major and minor works	4,555
Average sick leave days taken p.a. per staff member	7	Most likely classification of an incoming team leader	CSW2-1
% of public holidays taken as 150% pay by p/timers	50%	Most likely classification of an incoming rostered staff member	CSW1-3
Days per f/n Team Leader on but cannot do Direct Care	1	Most likely classification of an incoming casual staff member	RSW2-1
Time at which FIRST client leaves in the a.m. (if n/a, type 12:00)	9:00a	Time at which FIRST client returns in the p.m. (if n/a, type 12:00)	3:00p
Day Placement Closedown Days per year	36	Total staff count (including rostered on) on each of these days	2
Net Public Holiday Days per year	6	Total staff count (including rostered on) on each of these days	2
Net days client(s) home due to illness per year	30	Total staff count (including rostered on) on each of these days	1
		Contingency hours per year for 'client specials' client behaviours et	100
Sleepover Latest Start In Morning	07:00 AM		
Sleepover Earliest Finish At Night	10:00 PM		
Start After	01:00 PM		
Start Before	06:31 AM		
Shift Allowance Criteria 2			
End After	06:59 PM		
End Before	08:01 AM		
Sunday Penalty Rate	100%		
Saturday Penalty Rate	50%		
Weekday Penalty Rate	10%		
Average Agency Fees Above Agency Staff Salaries	42%		
Maximum Rate for payment of loadings [Per Annum]	\$99,999		
Maximum Rate for payment of loadings [Per Hour]	\$50.43		
Overtime Load Rate	80%		
Deemed Full Shift	0.50		
Meal Break	0.50		
Deemed Full Shift (with single meal break)	1.00		
Meal Break - Duration =>	0.50		
5.01	1		
10.51	2		
11.51	3		
Average Meal Allowance for Overtime			
IDS01_AVG			
CASUAL	\$30,113		
RSW2-1	\$30,113		
RSW2-2	\$32,395		
RSW2-3	\$34,447		
RSW3-1	\$35,931		
RSW3-2	\$37,413		
RSW3-3	\$39,010		
RSW4-1	\$40,393		
RSW4-2	\$41,920		
RSW4-3	\$43,448		
RSW5-1	\$44,974		
RSW5-2	\$46,621		
RSW5-3	\$47,911		
50% Higher Duties Rate Per Hour			
Commuted Allowance Rate			
Leave Loading Rate	17.50%		
Casual Staff Loading Rate	25.00%		
Unit Cost Management & Operating Overheads			
Sleepover Rate per night	\$61.12		
Clothing Allowance			
WorkCover Premium Rate	4.50%		
Super_09	9.00%		
P.A. Hours	1992,786		
P.A. Fortnights	26,089		
Weekday Public Holidays per annum	11		
Weekday Public Holidays which fall during Weekends & Christmas and are not fe	5		
If taking Sub Day, monetary allowance	50%		
If not taking Sub Day, monetary allowance	150%		
Long Service Leave P.A. Accrual as % of P.A. Hours	2.50%		
LSL usage discount factor	33%		
LSL Provision [accrual]	0.50%		
Long Service Leave Seniority Threshold	30,113		
Maternity Leave as % of Rostered EFT	0.50%		
Sick Leave P.A. Entitlement	15		
Sick Leave P.A. Entitlement / 10	1.5		
Hrs Already Staffed Between 9:00 And 15:00 per F/N	15,25		
Management Shift	6,00		
Closedown	36		
Illness	30		
Public Holidays	6		
Full Time Positions			
Part Time Positions	4		
Commuted Rate	18.00%		