

15 December 2017 Ref# 17044

DISABILITY WORKERS WIN 2 YEARS BACKPAY FROM VILLA MARIA

There is an issue regarding underpayments and overpayments that has primarily been occurring from 2015 onwards but also last 6 years for some employees.

The back-payment issue affects approximately half of Villa Maria Catholic Homes' 2500 employees.

There are some complex cases with payments over \$10,000 owed to employees and there are some over \$10,000, but average underpayment is \$500.

Letters to individual employees should arrive next week this Thursday – that will have a summary of calculations.

Issue includes but is not limited to the amount of hours recorded and base rate of pay.

A general letter will go out to all staff apologising for underpayments and overpayments.

Auditing firm Price Waterhouse Coopers has been brought in to calculate the underpayments and overpayments and advise of how to fix the payroll system.

To rectify the problem in future, Villa Maria will be rebuilding the payroll and/or time and attendance systems.

Re-imbusement will be occurring on 21 December 2017, March 2018 and June 2018.

Villa Maria will gift any overpayments and will also repay any underpayments. This means that you will not be required to pay any monies back at all regarding this issue.

Employees can call payroll with underpayment issues 1800 290 709.

Any employee can ask for detailed calculations and an explanation of calculations including face to face – extra resources have been given to payroll.

Employees who have left Villa Maria will also be contacted and some underpayments have occurred over 6 years as well – HACSU require dates.

Managers will also be informed of underpayment issue for any staff they manage.