Award Interpretation

Award Interpretation involves taking people's accurate rostered work and turning it into pay, considering all the complex pay rules and feeding this to payroll to trigger correct pay for the activity worked.

This process is complex. Without a system to automate award interpretation, this task takes a huge amount of manual effort to complete for employees and payroll alike; and is open to considerable human error that can result in dissatisfied employees and uncontrolled payroll costs. Additionally, pay rules change – due to either contractual negotiation or a change in the way the organisation has interpreted the rule book – and enacting these changes without an automated system is similarly time consuming and prone to error.

Developed to cater for Australian workforce conditions, Allocate's Award Rules Engine provides comprehensive rules which automate our clients' interpretation of awards/EBA's, enabling costs to be updated immediately when changes are made to the roster. Additionally, the Award Rules Engine also facilitates alerts. As each change to the roster is made, the Award Rules are consulted to re-cost the changes to the roster and alert the operator to any warnings that may have occurred as a result of the change e.g. overtime.

"Allocate's Award Rules Engine provides accurate costing information driven by accurate award interpretation, giving managers unparalleled levels of information and allowing the management of rosters against the budget on a day-to-day basis."

Allocate's workforce solution also features the unique ability to generate an accurate labour budget. While many vendors provide comparison to budget data, our solution provides an even more accurate costing model driven by award interpretation, giving managers unparalleled levels of information and allowing the management of rosters against the budget on a day-to-day basis.

Key benefits:

- Automates the calculation of complex pay rules
- Provides confidence that payments are accurate without additional checks and processes
- Can be interfaced to your existing Payroll System
- Based on Australian conditions and proven
- Eliminates a considerable amount of human error
- Reduces the manual effort for both employees and payroll staff
- Creates audit trails for identification of award rule changes
- Provides complete transparency as to how the pay transactions were processed and generated

Background

Developed to cater for Australian workforce conditions, the Allocate Award Rules Engine is currently being used to automate award interpretation in over 80 organisations within a range of different sectors.

- Public Health
- Private Health
- Aged and Community Care

Allocate's Award Rules Engine Engine is supported with a team of implementation consultants experienced in deploying hundreds of individual award rules to thousands of employees across Australia. Our goal is to provide transparent automated award interpretation to help

facilitate increased efficiency in workforce optimisation, by automating our clients' interpretation of awards rules that correlate to employee pay. Additionally, instead of managers becoming payroll clerks, we let them simply manage the roster – and let the pay sort itself out accurately and transparently. This is achieved through a combination of effective collection of rostering data, and an automated Award Rules Engine that works off this data to feed the payroll system.

Capabilities

The Award Rules Engine also facilitates alerts. As each change to the roster is made, the Award Rules Engine is consulted to re-cost the changes to the roster and alert the operator to any warnings that may have occurred as a result of the change e.g. overtime.

- Works with Payroll Data - The HR/Payroll system sends employee master file data via an inbound payroll interface. This includes personal information, and employee contract information (hours / award). Your payroll system remains the master source of this data. Facilitates staff engagement

- Provides Accuracy - Allocate's Award Rules Engine contains an extensive library of rules capable of verygranular configuration. This enables highly accurate targeting of payroll conditions.A more inclusive rostering process through the addition of employee requests through smart phones and tablets

- Automation - The Award Rules Engine provides a set of rules that automate our clients' interpretation of awards/ EBA's, the engine also enables costs to be updated immediately as changes are made to the roster.

- Facilitates Reporting - Through its operation, theAward Rules Engine creates extensive data that is made available through reports in the reports library. This data can be extremely valuable to an organisation when, for example, analysing labour costs.

- Exports to Payroll - The Award Interpreted data created by the Award Rules Engine can be exported to your payroll system.

- Highly Flexible - The Award Rules Engine provides a highly configurable capability to define the relevant pay awards and process the rostering data accordingly.

Benefits

Real Time Award Interpretation
- Automates the calculation of complex pay rules
- Real time costing of RostersSimple and easy to use
- Designed to handle Australian Award Conditions

Time Saving
- Reduces the manual effort for both employees and payroll staff
- Eliminates a considerable amount of human error & daily time consumptionFlexible roster views

Improves Accuracy of Payments
- Provides confidence that payments are accurate without additional checks and processes
- Proven under some of Australia's most challenging award conditions

Increased Transparency
- Provides complete transparency as to how the pay transactions were processed and generated
- Creates audit trails within the rules engine allowing administrators to immediately identify who and when changes were made to the award rules

Cost Savings
- The ability to generate accurate gross pay data results in lower costs for payroll departments
- Real Time roster costing allows for financial savings through more effective deployment of rostered staff
- Rosters can be managed against budgets
- Reduced administration costs
- Better utilisation of payroll staff's time

Seamless integration with Payroll Systems
- Allocate's Award Rules Engine interfaces with the following payroll systems and many more:

Aurion	Chris 21
IBA	HR3
Micropay	Micropay Meridian
Oracle	Payglobal
Wage Easy	Preceda
SAP	Supero
Talent2 NPS	Visipay

ALLOCATE

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