**Payroll Scenario**

John Readings warehouse is a 24/7 operation with three shifts – 6am-2pm, 2pm-10pm and 10pm-6am.

John Readings Payroll and Time and Attendance systems will no longer be supported after December 2018. Both existing providers have been taken over by other companies who are phasing out the currently used systems.

John Readings currently has 10 payroll staff with hours being collected by local administrators at each of the 26 sites where John Readings has a warehouse.

John Reading EBA’s state that any failure that leads to late payment carries a huge penalty to the business. Penalty clause that could cost a total of AUD $1,239,000 per 24 hours that we are late in paying our warehouse employees (double time payment to each employee for every hour of late payment).

Due to the complexities surrounding our employment laws in Australia, we need an award interpretation tool (Time and Attendance) that will facilitate and smooth our EBA (labour agreement) requirements so we manage complex agreements more efficiently.

John Readings current Payroll/T&A and HR Databases are not integrated so we potentially have inconsistent employee information across the business

You need to source and evaluate two systems against each other to see what works better for the business. The rest of the business is running on SAP.