



GPRRA Recommended worked Examples for Annual Leave calculations

Registrar A does not take annual leave during their 6 month Basic Term.

On departing the practice, registrar A is entitled to be paid out two weeks of leave. The amount is two weeks value of either the minimum weekly rate (MWR) for basic registrars, or registrar A's average weekly earnings for normal hours over the whole term, whichever is greater.

Registrar A's billing calculations are not affected by any annual leave.

Registrar B takes two weeks of annual leave over the 8th and 9th week of their Advanced Term.

Registrar B is entitled to weekly leave pay at either the minimum weekly rate (MWR) for advanced registrars, or registrar B's average weekly earnings for normal hours over weeks 1 to 7 inclusive. In this case, with reference to the table below:

$$\text{Weekly leave pay} = \frac{a + b + c + d + e + f + g}{7} \text{ or MWR (whichever is greater)}$$

The two weeks leave (weeks 8 & 9) are not included in any calculations for the purposes of determining whether the registrar should be paid at the MWR or at a percentage of their billings.

See below for how Registrar B's billing calculations are affected by their leave.

Scenario 1

Weekly billings calculations – no change as leave is over individual weeks

Scenario 2

Fortnightly billings calculations – fortnights 4 and 5 billings should be calculated on the one week worked and compared to the weekly minimum rate for Advanced registrars. The greater of these amounts is added to the calculated rate for one week leave to give the fortnightly pay amount. That is:

For fortnight 4, Registrar B should be paid the greater of *G* or the MWR in addition to one week of annual leave pay as calculated above.

For fortnight 5, Registrar B should be paid the greater of *J* or the MWR in addition to one week of annual leave pay as calculated above.

Scenario 3

Monthly billings calculations – again, the leave divides the month, so for months two and three of this term, billings calculations are based only on the weeks worked.

For month 2, Registrar B should be paid the greater of (*E+F+G*) or (MWR x 3) in addition to one week of annual leave pay as calculated above.

For month 3, Registrar B should be paid the greater of (*J+K+L+M*) or (MWR x 4) in addition to one week of annual leave pay as calculated above.

The other months are unaffected.

Scenario 4

3 Monthly billings calculations – in this situation, the three month billings should only take into account the 11 weeks worked.

Registrar B should be paid the greater of (*A+B+C+D+E+F+G+J+K+L+M*) or (MWR x 11) in addition to two weeks of annual leave pay as calculated above.

The second three months is unaffected.

Note: Registrars are to be paid at a minimum frequency of fortnightly as per the NMT&C.

Week	1	2	3	4	5	6	7	8	9	10	11	12	13
T%billings	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>	<i>G</i>	leave	leave	<i>J</i>	<i>K</i>	<i>L</i>	<i>M</i>
OH%billings	<i>a</i>	<i>b</i>	<i>c</i>	<i>d</i>	<i>e</i>	<i>f</i>	<i>g</i>	leave	leave	<i>j</i>	<i>k</i>	<i>l</i>	<i>m</i>
Fortnight	<i>1</i>		<i>2</i>		<i>3</i>		<i>4</i>		<i>5</i>		<i>6</i>		<i>7</i>
Month	<i>1</i>			<i>2</i>				<i>3</i>					
3Month	<i>1</i>												

T%billings = total billings x percentage as determined by registrar contract – for calculating weekly pay

OH%billings = ordinary hours billings x percentage as determined by registrar contract – for calculating leave pay



Worked examples with sample numbers

*note: for simplicity, we have assumed there are no after hours billings.

Week	1	2	3	4	5	6	7	8	9	10	11	12	13
T%billings	100 0	100 0	110 0	120 0	140 0	140 0	140 0	leav e	leav e	140 0	150 0	150 0	150 0
OH%billings	100 0	100 0	110 0	120 0	140 0	140 0	140 0	leav e	leav e	140 0	150 0	150 0	150 0
Fortnight	1		2		3		4		5		6		7
Month	1				2				3				
3Month	1												

Monthly billings calculations – again, the leave divides the month, so for months two and three of this term, billings calculations are based only on the weeks worked.

For month 2, Registrar B should be paid the greater of $(E+F+G)$ or $(MWR \times 3)$ in addition to one week of annual leave pay as calculated above.

For month 3, Registrar B should be paid the greater of $(J+K+L+M)$ or $(MWR \times 4)$ in addition to one week of annual leave pay as calculated above.

The other months are unaffected.

= Month 1 $\%A+B+C+D$ (4300) or $MWR \times 4$ (**4820**)

= month 2 $E+F+G$ (**4200**) or $MWR \times 3$ (3615) + annual leave x1 (**1214**)

= Month 3: $J+K+L+M$ (**5900**) or $MWR \times 4$ (4820) + annual leave x1 (**1214**)

= **total 17348**

3 Monthly billings calculations – in this situation, the three month billings should only take into account the 11 weeks worked.

Registrar B should be paid the greater of $(A+B+C+D+E+F+G+J+K+L+M)$ or $(MWR \times 11)$ in addition to two weeks of annual leave pay as calculated above.

The second three months is unaffected.

= 14400 or $13255 + 2428 =$ **16828**

OR (as per current NMTTC)

The minimum annual salary for a full time registrar is \$62,695.60 $(\$1,205.68/week)$, plus 9% superannuation.

Or

- b) 45% of in hours gross billings, plus 9% superannuation, calculated over a 13 week cycle whichever is the greater.

= minimum (**15665**) or 45% billings (14400)

These examples demonstrate the significant variation of a Registrar’s income depending on the method used for calculating their income.

It should be kept in mind that the Registrar generated \$32,000 in billings for the practice during this time, plus \$450/wk practice subsidies (\$5850) = \$37850. This doesn’t take into account the “costs” of lost time by the supervisor for supervising the Registrar.

If the higher income (using monthly calculations is used) of \$17348 is used, the practice still make 45.8% of billings + \$5850 subsidies, which would be considered to cover the running cost of the practice (usually approx %40 of billings)