ADP® WorkForce Suite

IMPROVE ACCURATE PAY AND COMPLIANCE FOR ANNUALISED WAGE AGREEMENTS

Streamline payroll management and help simplify compliance to prevent wage back pay

The recent Fair Work Commission decision, employers must now comply with a 3.75% increase to the National Minimum Wage and minimum award wages. To help simplify compliance, employers must monitor and adjust variances — whether weekly, monthly, or yearly — or risk significant fines and legal action due to underpayments.

The ADP WorkForce Suite meets the unique rostering needs of diverse teams in your organisation by refining complianc with flexible options to manage workforce rostering — whether employee shifts are predictable or highly variable. A powerful business rules engine delivers real-time wage variance calculations, budget control and proactive adjustments, preventing miscalculations and unexpected costs while supporting fair and accurate employee compensation.

Accurate rostering compliance with Annualised Wage Agreements for deskless workers

Real-time calculations

- Industry-leading real-time award calculations compare annualised salaries against award wages, identifying under/over payments instantly

Visibility

- Clear roster views for managers to monitor award variances to adjust instantly

Proactive alerts and notifications

- Automated notifications trigger when employees are better off under awards or variances exceed limits

Save time by eliminating error prone manual reporting

- Give back hours of time to your managers by eliminating time-consuming, error-prone manual calculations with our automated rules engine

Compliance

- Flexible application of labour laws and business rules ensures compliance with Fair Work Australia

Sector-specific

- Adjusts awards relevant to various sectors including retail, hospitality and healthcare

What do Annualised Wage Agreement changes mean for managers?

- Minimum wage increased by 3.75%, effective from first pay period after 1 July, 2024
- Annualised salaries must meet new minimums, including penalties and allowances
- A new criminal offence for intentional underpayments by employers will be added to the Fair Work Act as part of the new 'Closing Loopholes' laws from no earlier than 1 January 2025
- Businesses must keep accurate work records for seven years, acknowledged by employees

workforce SOFTWARE · An ADP® Company

Three needs, one ADP WorkForce Suite

Rostering to meet ad hoc, flexible or consistent coverage

- Create rosters, assign weekly rosters or implement rotating shift patterns across multiple weeks
- Enable work patterns that distinguish between mandatory work times and periods when employees have flexibility
- Easily update rosters to meet one-time or ad hoc changes, whether planned or last minute

Rostering to meet fixed labour demand

- Create roster models defining the jobs that need to be performed in each shift and the headcount for each job
- Manage seasonal changes, maintenance periods or situations that require variations in headcount and/or skills
- Dynamically verify skills, certifications and licences are up to date before an employee is assigned to a shift

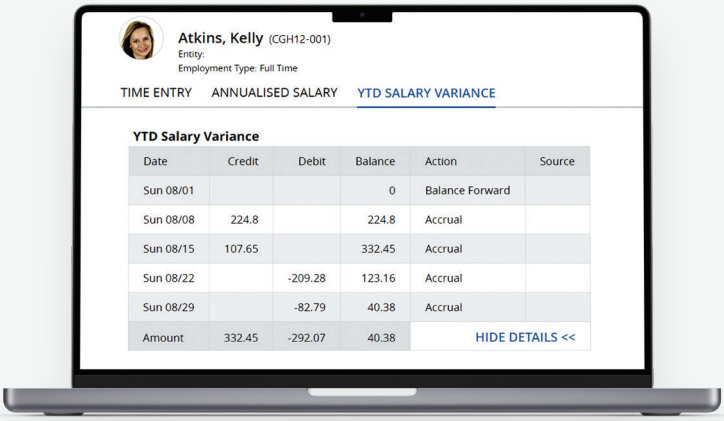
Rostering to meet highly variable labour demand

- Leverage labour forecast data to optimise schedules for highly variable staffing needs even at shorter intervals (e.g., 15 minutes)
- Roster top talent during peak hours and pair them with less-experienced employees to accelerate training
- Align employee breaks with lulls in planned activities or customer volumes while remaining compliant

Automated rostering can reduce time spent on creating employee work schedules by an average of 75%

"We needed to implement a solution that had the capability to support our management team, promote high levels of engagement for our employees and provide reassurance for our clients that we were able to deliver our promises."

—Business Support & Improvement Manager



Visit our website to find out how we can help your business meet the new Annualised Wage Agreement requirements.

Copyright ©2025. All rights reserved.

Always Designing for People®