NAME

`TR_PAY_BASE_RATE` - Reference table of all available base pay rates for fixed rate contracts.

SYNOPSIS

	A	B	C	D	E	F	G
1	ID	LABEL	UNIT	PERIOD	BASE_RATE	LEAP_RATE	REAL_MONTH
	ANNUAL	Annual Salary, Annual Rate	YEAR	YEAR	1.000000		
	ANNUAL_TO_DAILY_365	Annual Salary, Daily Rate (1/365)	DAY	DAY	0.002740		
	ANNUAL_TO_DAILY_365_LY	Annual Salary, Daily Rate (1/365-366)	DAY	DAY	0.002740	0.002732	
	ANNUAL_TO_FORTNIGHTLY_026	Annual Salary, Fortnightly Rate (1/26)	FORTNIGHT	FORTNIGHT	0.038462		
	ANNUAL_TO_FORTNIGHTLY_365	Annual Salary, Fortnightly Rate (1/365)	DAY	FORTNIGHT	0.002740		
	ANNUAL_TO_FORTNIGHTLY_365_LY	Annual Salary, Fortnightly Rate (1/365-366)	DAY	FORTNIGHT	0.002740	0.002732	
	ANNUAL_TO_MONTHLY_012	Annual Salary, Monthly Rate (1/12)	MONTH	MONTH	0.083333		
	ANNUAL_TO_MONTHLY_013	Annual Salary, Monthly Rate (1/13) [Lunar]	LUNAR_MONTH	LUNAR_MONTH	0.076923		
	ANNUAL_TO_MONTHLY_365P	Annual Salary, Monthly Rate (x/365)	DAY	MONTH	0.002740		1
2	ANNUAL_TO_MONTHLY_365P_LY	Annual Salary, Monthly Rate (x/365-366)	DAY	MONTH	0.002740	0.002732	1
	ANNUAL_TO_QUARTELY_004	Annual Salary, Quarterly Rate (1/4)	QUARTER	QUARTER	0.250000		
	ANNUAL_TO_QUARTELY_365P	Annual Salary, Quarterly Rate (x/365)	DAY	QUARTER	0.002740		1
	ANNUAL_TO_QUARTELY_365P_LY	Annual Salary, Quarterly Rate (x/365-366)	DAY	QUARTER	0.002740	0.002732	1
	ANNUAL_TO_WEEKLY_052	Annual Salary, Weekly Rate (1/52)	WEEK	WEEK	0.019231		
	ANNUAL_TO_WEEKLY_365	Annual Salary, Weekly Rate (7/365)	DAY	WEEK	0.002740		
	ANNUAL_TO_WEEKLY_365_LY	Annual Salary, Weekly Rate (7/365-366)	DAY	WEEK	0.002740	0.002732	
	DAILY	Daily Salary, Daily Rate	DAY	DAY	1.000000		
	FORTNIGHTLY	Fortnightly Salary, Fortnightly Rate	FORTNIGHT	FORTNIGHT	1.000000		
	HOURLY	Hourly Salary, Hourly Rate	HOUR	HOUR	1.000000		
	MONTHLY	Monthly Salary, Monthly Rate	MONTH	MONTH	1.000000		
	PIECE_WORK	Piece work	NONE	NONE	1.000000		
	QUARTELY	Quartely Salary, Quarterly Rate	QUARTER	QUARTER	1.000000		
	WEEKLY	Weekly Salary, Weekly Rate	WEEK	WEEK	1.000000		

This is a multi-column control list. Row 1 contains the column label, while row 2 contains the effective list of base pay rates. The various columns are:

ID
> A unique identification mnemonic constructed as a signification alphanumeric string.

LABEL
> A brief description of the base pay rate type.

UNIT
> The base unit in which the base pay rate is expressed. Acceptable values are:

> 1. DAY
> 2. FORTNIGHT
> 3. HOUR
> 4. LUNAR_MONTH
> 5. MONTH
> 6. NONE
> 7. QUARTER
> 8. WEEK
> 9. YEAR

> *Note*: Any other value will be assimilated as equal to `NONE`.

PERIOD
> The type of calculation period to which a rate applies. If the calculation period is not a whole-number count of such periods, then the base pay should not be calculated. Acceptable values are the same as those of the `UNIT` column.

BASE_RATE
> The default rate to apply. The default value is 1.

LEAP_RATE
> The alternate rate to apply if the year of calculation is a bisextile year. The default value is 0.

REAL_MONTH
> A boolean value indicating whether the effective count of days in a months should be used. Acceptable values are either `YES` or `NO`. The default value is `NO`.

DESCRIPTION

The `TR_PAY_BASE_RATE` is used to defined the various types of base pay rates available for fixed rate contracts. A base pay rate must be associated to each fixed rate contract. It provides a coefficient which, when multiplied by the contractual salary, gives the base pay value used in payroll calculation.

The core model provides 22 predefined base pay rates, ranging from hourly to yearly, through daily, weekly, fortnightly, monthly and quartely. Variations exist to account for effective days in month, lunar months (for 4-weekly payrolls) and leap years.

`ANNUAL`
> Base pay rate for annual salary paid annualy; the rate is 1.

`ANNUAL_TO_DAILY_365`
> Base pay rate for an annual salary paid daily; the rate is 1/365.

`ANNUAL_TO_DAILY_365_LY`
> Base pay rate equivalent to `ANNUAL_TO_DAILY_365` except that it uses 366 days instead of 355 days on bisextile years.

`ANNUAL_TO_FORTNIGHTLY_026`
> Base pay rate for an annual salary paid fortnightly; the rate is 1/26.

`ANNUAL_TO_FORTNIGHTLY_365`
> Base pay rate for an annual salary paid fortnightly, and using the day as the calculation unit; the rate is 1/365.

`ANNUAL_TO_FORTNIGHTLY_365_LY`
> Base pay rate equivalent to `ANNUAL_TO_FORTNIGHTLY_365` except that it uses 366 days instead of 355 days on bisextile years.

`ANNUAL_TO_MONTHLY_012`
> Base pay rate for an annual salary paid monthly; the rate is 1/12.

`ANNUAL_TO_MONTHLY_013`
> Base pay rate for an annual salary paid every lunar calendar (4-week periods); the rate is 1/13.

`ANNUAL_TO_MONTHLY_365P`
> Base pay rate for an annual salary paid monthly, using the day as the calculation unit, and accounting for the effective count of days in the month; the rate $x/365$ where x is the count of working days presence in the calendar month.

`ANNUAL_TO_MONTHLY_365P_LY`
> Base pay rate equivalent to `ANNUAL_TO_MONTHLY_365P` except that it uses 366 days instead of 355 days on bisextile years.

`ANNUAL_TO_QUARTELY_004`
> Base pay rate for an annual salary paid quartely; the rate is 1/4.

`ANNUAL_TO_QUARTELY_365P`
> Base pay rate for an annual salary paid quartely, using the day as the calculation unit, and accounting for the effective count of days in the involved months; the rate is x/365 where x is the count of working days of presence in the calendar month.

`ANNUAL_TO_QUARTELY_365P_LY`
> Base pay rate equivalent to `ANNUAL_TO_QUARTELY_365P_LY` except that it uses 366 days instead of 355 days on bisextile years.

`ANNUAL_TO_WEEKLY_052`
> Base pay rate for an annual salary paid weekly; the rate is 1/52.

`ANNUAL_TO_WEEKLY_365`
> Base pay rate for an annual salary paid weekly, and using the day as the calculation unit.

`ANNUAL_TO_WEEKLY_365_LY`
> Base pay rate equivalent to `ANNUAL_TO_WEEKLY_365` except that it uses 366 days instead of 355 days on bisextile years.

`DAILY`
> Base pay rate for a daily salary paid daily; the rate is 1.

`FORTNIGHTLY`
> Base pay rate for a fortnightly salary paid fortnightly; the rate is 1.

`HOURLY`
> Base pay rate for a hourly salary paid hourly; the rate is 1.

`MONTHLY`
> Base pay rate for a monthly salary paid monthly; the rate is 1.

`QUARTELY`
> Base pay rate for a quartely salary paid quartely; the rate is 1.

`WEEKLY`
> Base pay rate for a weekly salary paid weekly; the rate is 1.

The `TR_PAY_BASE_RATE` can be further customized by adding new columns which would provide further parameters for the definition of new base pay rates. However, specific handling of these columns would obviously be required.

Since this is a core model reference table, it is Interwage's intent to make it as generic and universal as possible; we appreciate any input and will provide further support should this table be insufficiently flexible for commonly encountered base pay schemes.

REVISION HISTORY

`$Log$`

SEE ALSO

- CALC_PAY_BASE