

**From:** [Cassie Botha](#)  
**To:** s47F  
**Cc:** s47F  
**Subject:** ABC Band 1 and Buyouts Review - clarification regarding information provided [ABC-PAL.FID37968]  
**Date:** Monday, 18 October 2021 12:41:39 PM

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Hi s47F

I'm emailing to follow up in relation to the two questions you raised last week, and I apologise that it's taken me a bit longer than expected to get back to you. The ABC People & Culture team are mostly still working from home which has had some impact on our timeframes. We are also still in the consultation phase of the review so have been working through questions from employees and unions as well.

**1. Whether the figures in the 'Underpayment' column (column 'AE' for the Buyouts list and column 'Y' for the Band 1 list) included interest?**

The figures provided are excluding interest and superannuation. As advised previously, the ABC is applying an interest rate of 4.1% to the underpayments identified and this will be applied when the payments are processed.

In light of the revised calculations that we need to prepare for Schedule B employees (per my earlier email today), we intend to provide you with updated lists that reflect the revised individual underpayment amounts. The anticipated time frame for this is currently three weeks due to complexity of re-running the calculations and finalising the revised outcomes. If it would assist the FWO if we included the interest and superannuation components in the updated lists, please let us know and we can make that request to PwC.

**2. On which date, were the employees in the Band 1 review reclassified at the correct higher band?**

I've confirmed that most of the employees who were classified at a higher band had already been reclassified prior to the review commencing. In many cases, the reclassification occurred several years ago – that is to say, the employees were already correctly classified when we began our review in late 2020. There are currently only s47F employees classified as Band 1 at the ABC. Column T of the Band 1 list shows the number of pay periods during which the employee was *misclassified*, and Column U shows the number of pay periods during which the employee was *correctly classified*.

I hope the information in this email provides clarify and adequately addresses your questions. If you have any follow up questions, please let me know.

Kind regards,  
Cassie

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ABC



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