

From: Scott Harris
To: [Community Affairs, Committee \(SEN\)](#)
Cc:
Subject: RE: Questions on notice - Fairer Paid Parental Leave Bill 2016 public hearing: Pharmacy Guild of Australia
Date: Thursday, 9 February 2017 10:39:44 AM
Attachments: [image006.png](#)

Good Morning Ms Hurd

The requested information is divided into 2 portions reflecting the Community Pharmacy sector.

Banner Group

- The costing are in relation to a Banner Group of 22 businesses operating in the ACT with an average of approximately 15 employees per business site.
- The average hourly rate for the employees performing the PPL paymaster tasks is approximately \$40.00 which includes employee overheads.
- The Banner Group indicated a range of 0 to 3 employees will absence on PPL per business per year.

Initial Set Up & Processing Costs for a single employee

Tasks	Hours	Rate	Cost
Initial Set Up	4.00	\$40.00	\$160.00
Ongoing Maintenance per year	2.00	\$40.00	\$80.00
Process of the PPL payment per employee (15 minutes per employee payment - there are 9 payments per employee based on fortnightly wage cycle)	2.25	\$40.00	\$90.00
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	8.25		\$330.00

Subsequent Employee Set Up & Processing Costs per individual

Tasks	Hours	Rate	Cost
Subsequent employee set up	1.00	\$40.00	\$40.00
Process of the PPL payment per employee (15 minutes per employee payment - there are 9 payments per employee based on fortnightly wage cycle)	2.25	\$40.00	\$90.00
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	3.25		\$130.00

Community Pharmacy Sector

- The costing are in relation to Community Pharmacy sector of 5510 businesses.
- Female participate and annual fertility rates for age cohorts are based upon ABS data and AIHW national health workforce data.
- Average number of employees per pharmacy is 8.90
- Average number of females employed per pharmacy is 5.46

- Estimated parental leave per pharmacy per year is 0.180

Paid Parental Leave Costing for Pharmacy

Proprietor salary per hour	\$68.02
Estimated annual hours for administration per employee's parental leave	11.5
Estimated cost per average pharmacy per year (estimated parental leave per pharmacy)	\$140.56
Estimated cost per individual employee parental leave (initial set up costs, ongoing maintenance and payment processing)	\$782.23
Estimated cost to pharmacy industry per year	\$774,466

Regards

Scott Harris

Workplace Relations Manager, PGA
