# Configuring IQX to use rates determined by Agency Worker not Vacancy / Placement

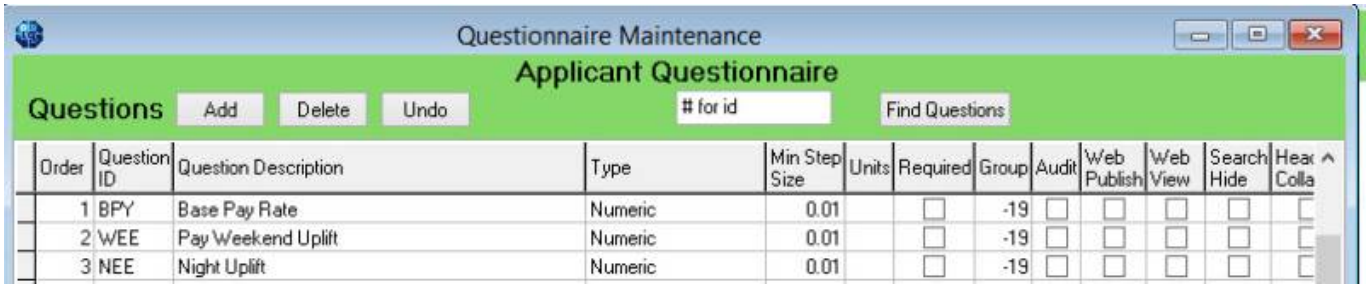
Sometimes agencies have workers who are paid at an individually negotiated rate rather than at rates determined at the Rate Scheme / Vacancy or Placement level. With some configuration, IQX can accommodate such arrangements.

In this example only some of the Agency's divisions have such an arrangement and only some of the workers participate. Additionally some (but not all) of the participating workers have agreed uplifts to their individual rates for Evening and Weekend work.

A further complication is that in some placements, the vacancy placement rates should be used regardless of the individual workers rates.

### Setting the Workers' Rates

Three Applicant numeric questions are required, placed in the Payroll (-19) Display Group. In this example Question ID BPY is used for the Base Pay Rate, NEE for the Night Uplift and WEE for the Weekend Uplift.




| Order | Question ID | Question Description | Type | Min Step Size | Units | Required | Group | Audit | Web Publish | Web View | Search Hide | Hea Colla |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | BPY | Base Pay Rate | Numeric | 0.01 | | ☐ | -19 | ☐ | ☐ | ☐ | ☐ | ☐ |
| 2 | WEE | Pay Weekend Uplift | Numeric | 0.01 | | ☐ | -19 | ☐ | ☐ | ☐ | ☐ | ☐ |
| 3 | NEE | Night Uplift | Numeric | 0.01 | | ☐ | -19 | ☐ | ☐ | ☐ | ☐ | ☐ |

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