



## **Avoid the Hidden Taxes**

One of my friends was recently sharing the story of his sixteen year old daughter's first experience with payroll taxes. She had gotten a job and was excited when the first check came in the mail. As she tore into the envelope and read the check stub, her excitement quickly disappeared. She commented to her dad that "they got the math all wrong" as the check amount was not what she expected to receive. After all, she earned \$8 per hour and worked 40 hours so she expected to receive \$320 for her efforts. On closer examination, the math was correct. The difference came with the payroll tax deductions that caught her by surprise.

I don't know of anyone who enjoys paying taxes but pay them to meet their social and legal obligations. But what about taxes that you don't know you are paying? What if they are hidden – taken right off the top without you knowing they are being taken? Furthermore, what if those hidden taxes are wasted and you never see the benefit?

It may surprise you but if you use the Maintenance Planners to scan emergency or urgent work in the CMMS/ EAM and determine the level of response, then the organization is paying a hidden tax. Recognize the focus of the Planners should be on next week and beyond in a strategic manner, not "this" week. While the simple scan seems innocent enough, it becomes really easy for the Planners to be pulled deeper in the reactive cycle. Next, you will find the Planners looking for parts to do that work or attending the Production shift meeting to learn the reactive issues of the last 24 hours which compounds the hidden tax being taken. Allowing them to be pulled into the reactive issues of "this" week defeats the purpose of their role. Use the first level Maintenance Supervisors to scan the emergency and urgent work to determine the level of response and to make the decision of whether to break this week's schedule or not.

Tip provided by Jeff Shiver, CMRP, CPMM, Certified RCM2 Practitioner with People and Processes, Inc.