

# Reporting ReportBack


SAPA September 2013

**Jerry Botha CPP**


**[jerry@taxconsulting.co.za](mailto:jerry@taxconsulting.co.za)**

**082 899 6118**

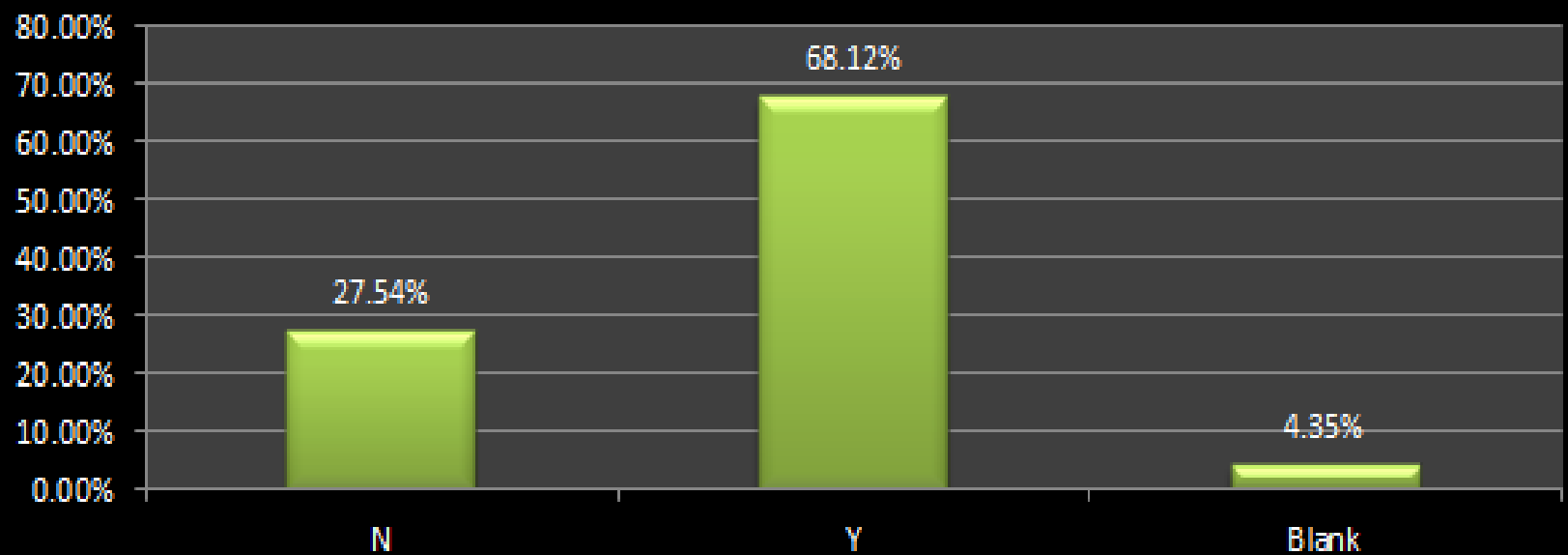
# Process

- Export of information to CSV
  - Excel design and testing
  - Web-based for viewing / tracking
- 

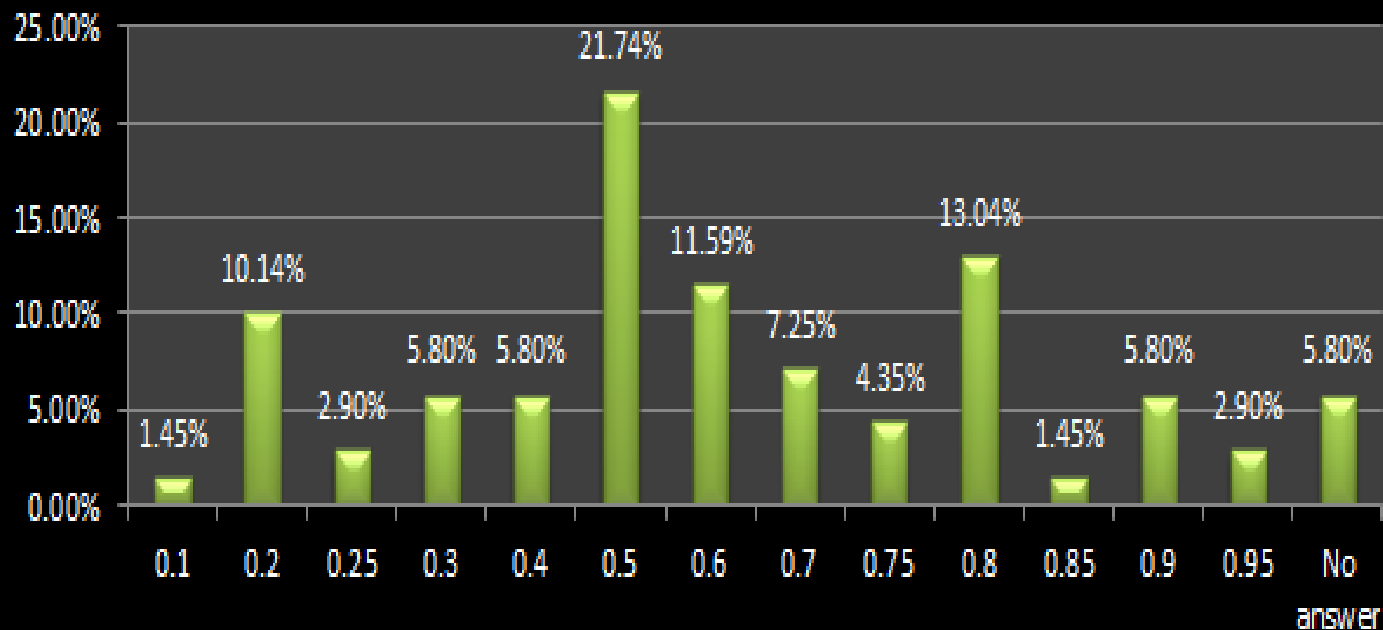
# Participants

- 363,000 employees
  - 71 response companies
- 

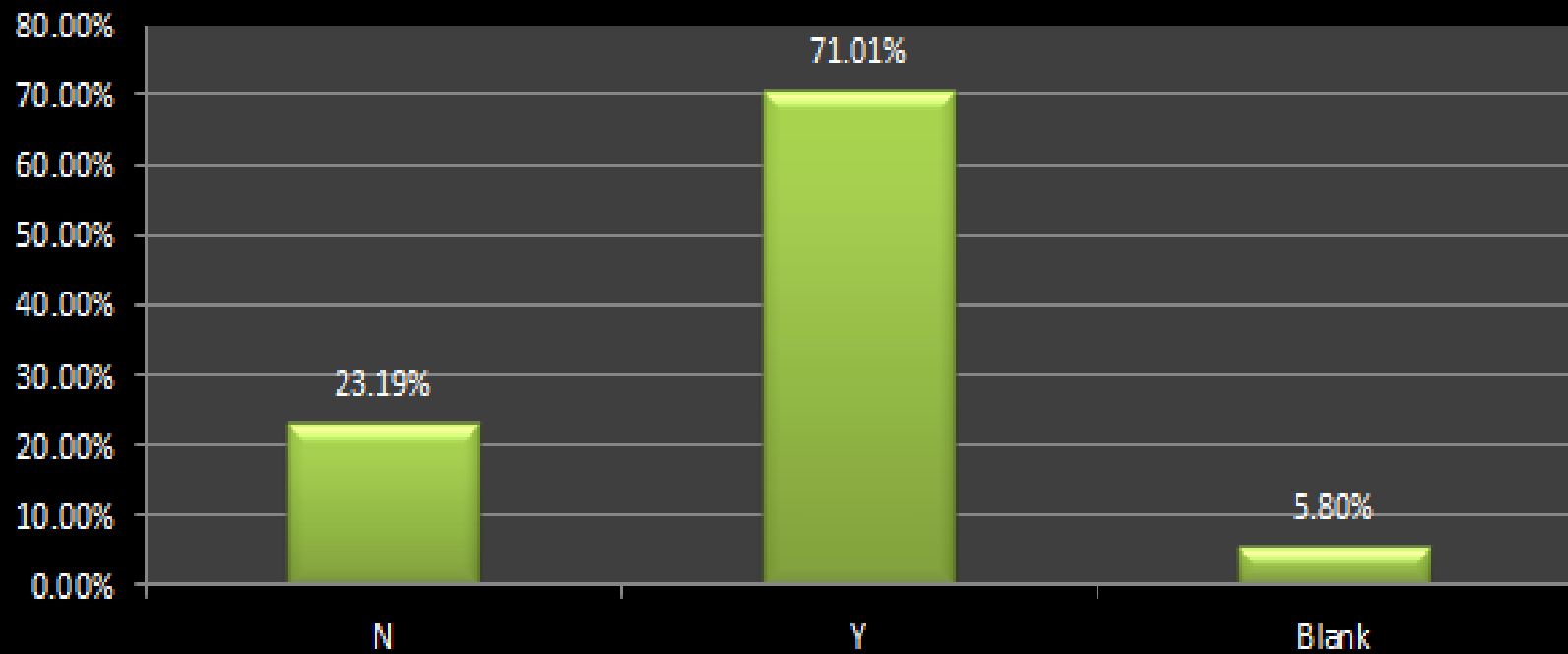
## Do you think Outsourced Payroll will Increase in Future?



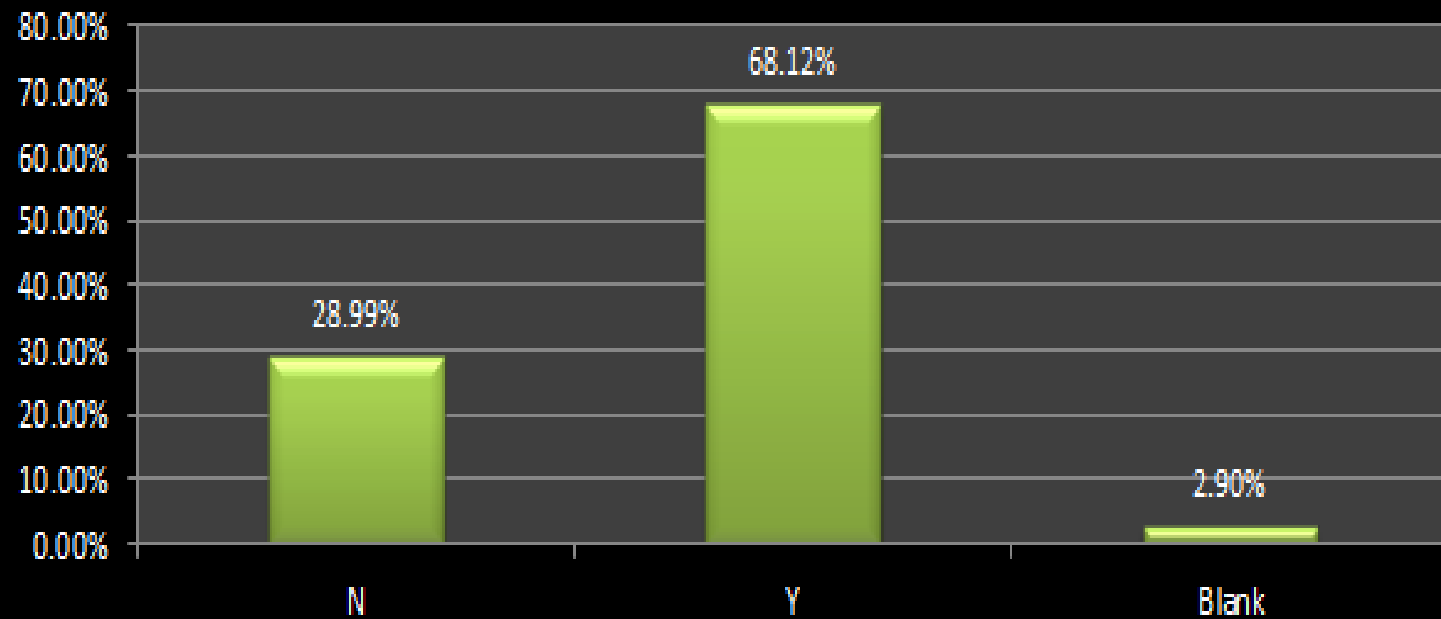
## What Percentage of Employees understand their Payslip?



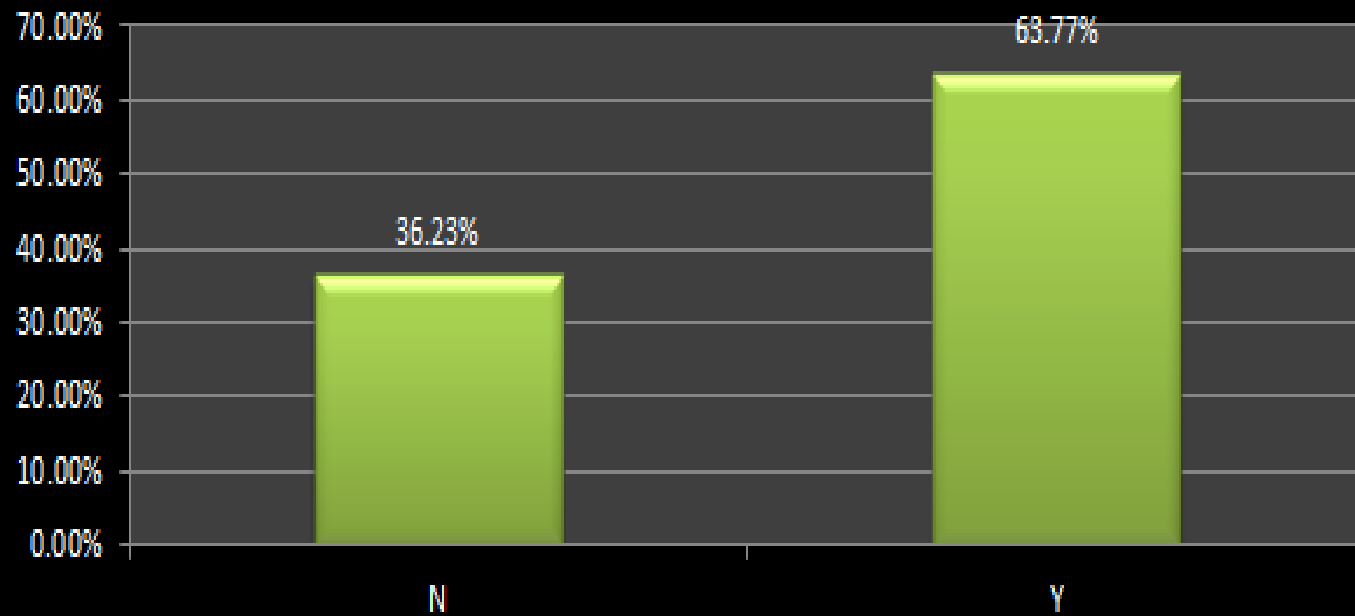
## Does the Payslip show Taxable Income Make-up?



## Does the Payslip disclose Total Package Information?

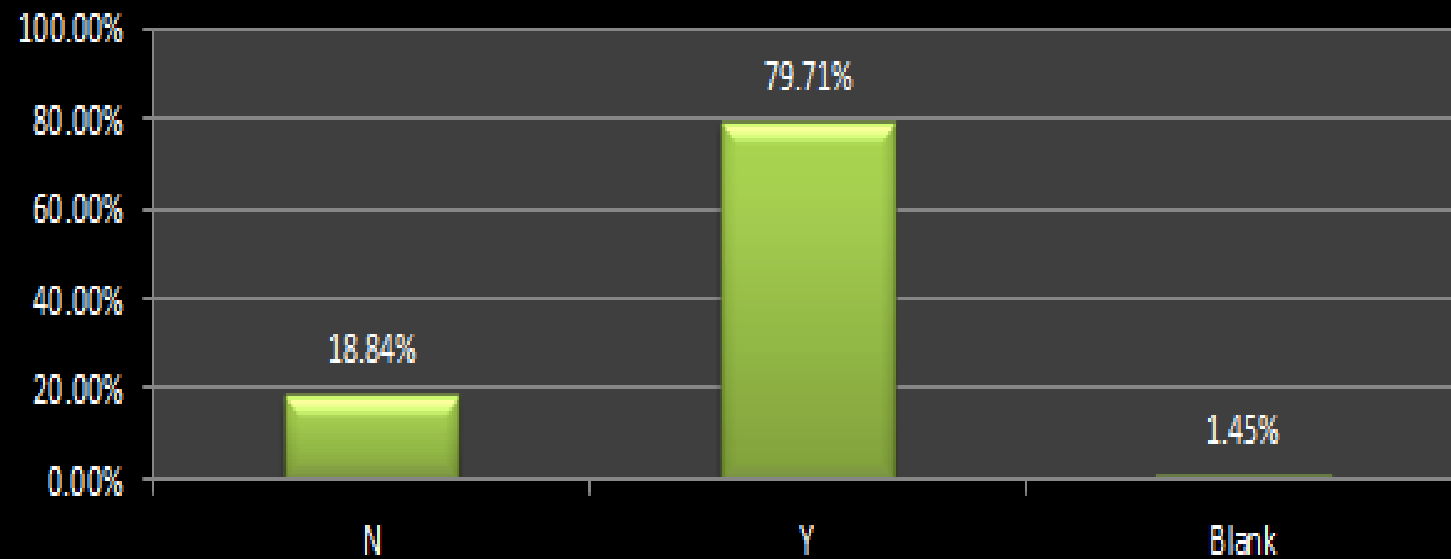


## Do you use Excel as part of your wider payroll delivery?

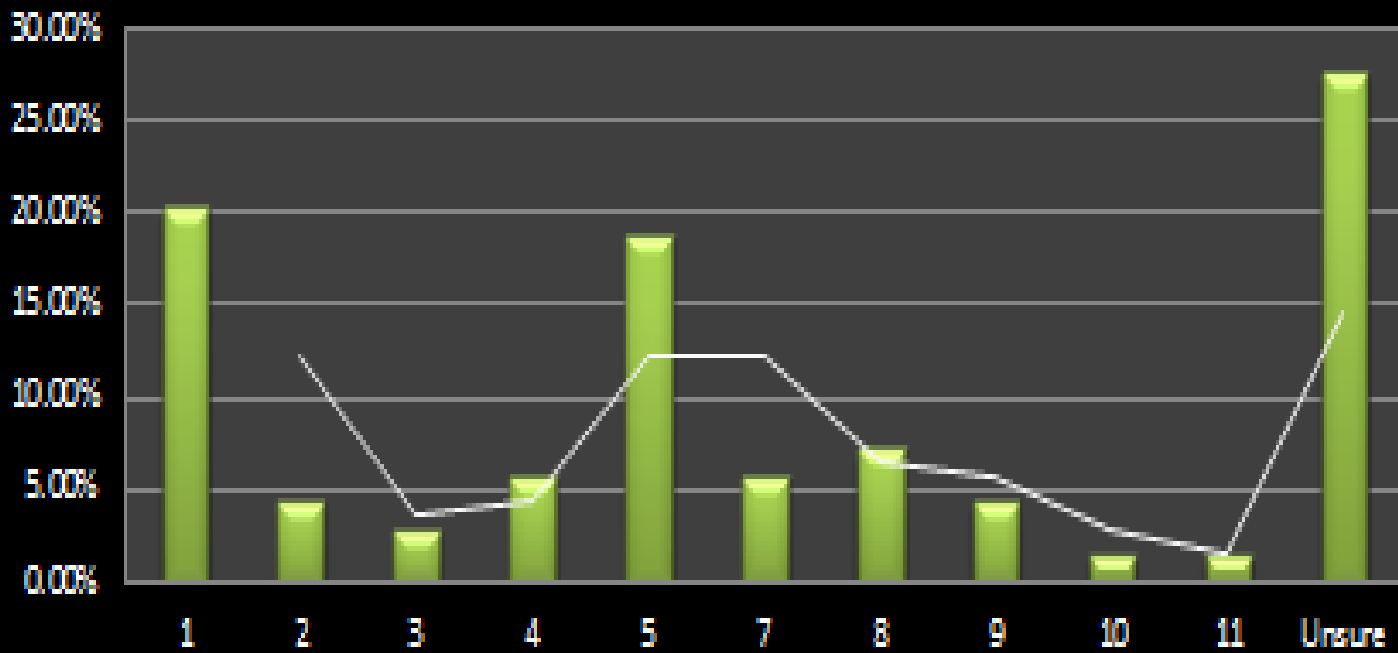




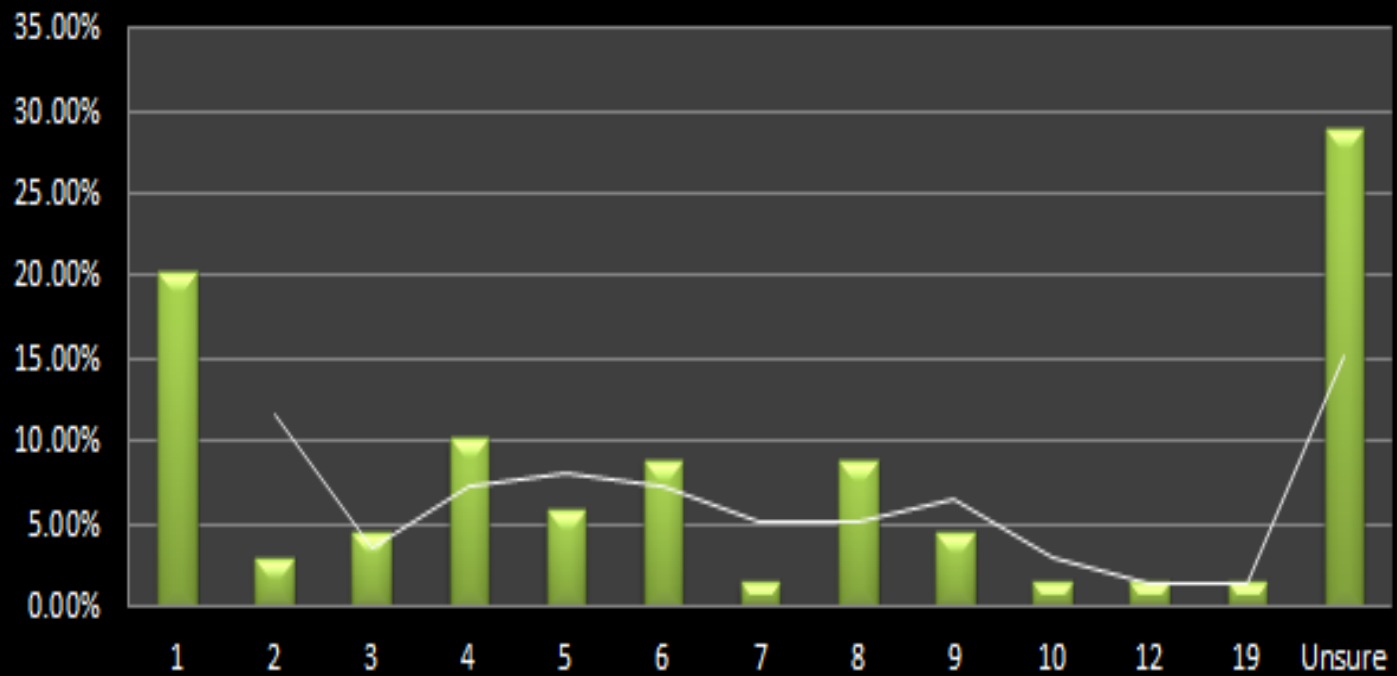
**Do you think payroll should give more detail than just take-home or should this function be outside payroll?**



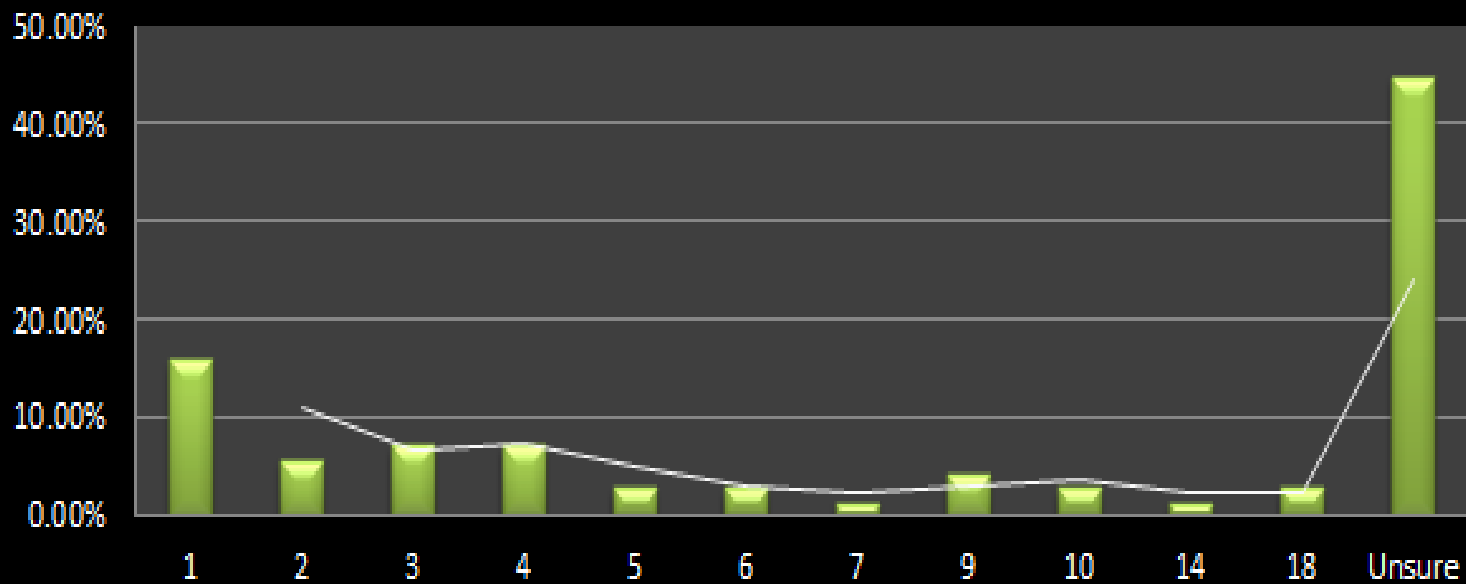
## Resignations - Count (Most to Least Important)



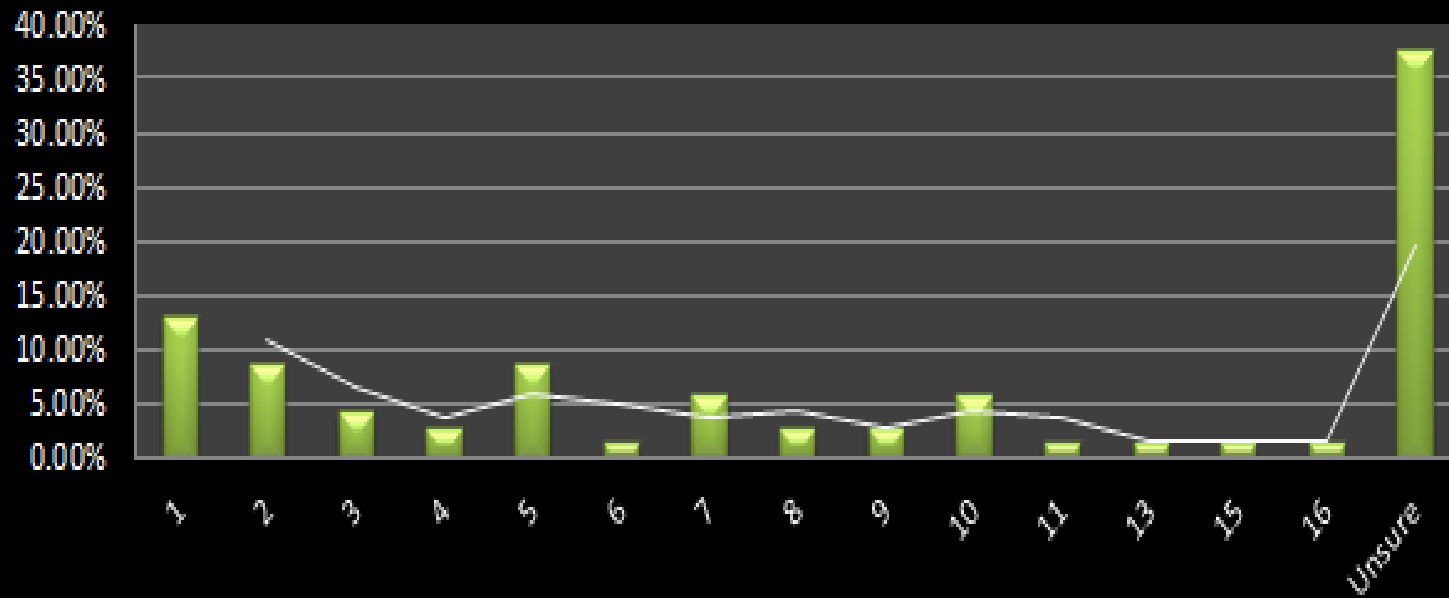
## New Joiners - Count (Most to Least Important)



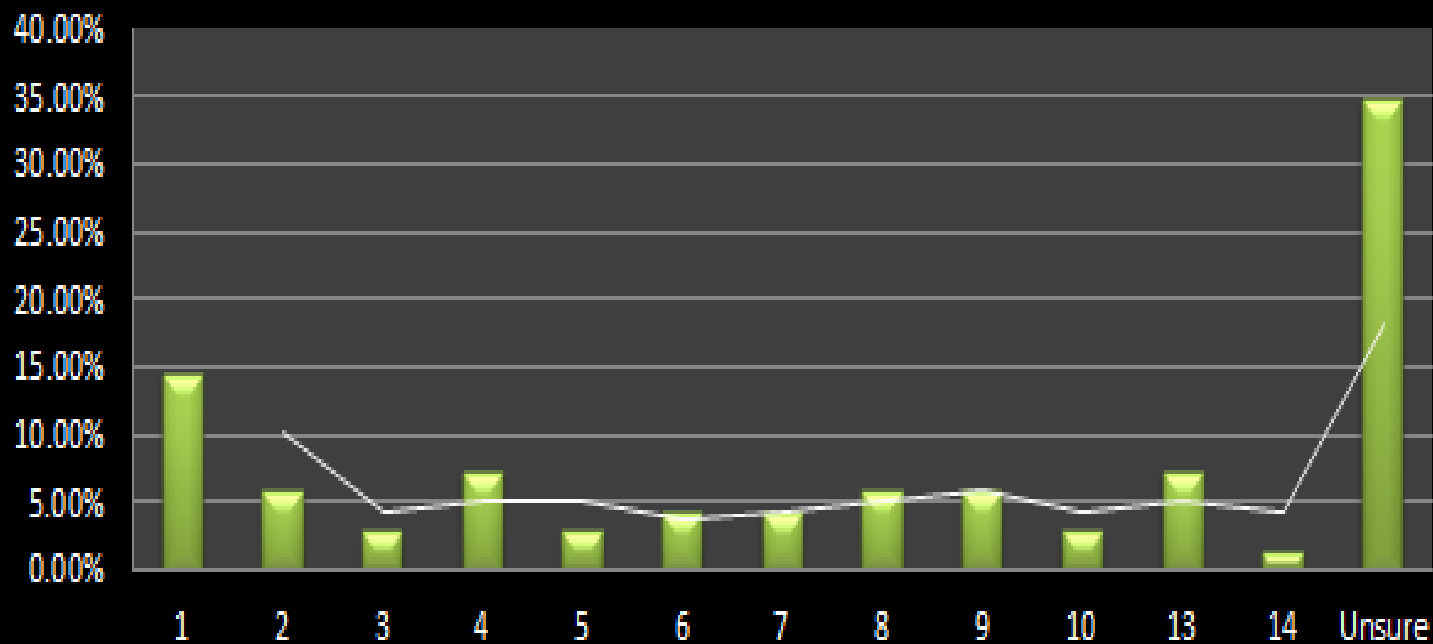
## Within Budget / Range for new - Count (Most to Least Important)



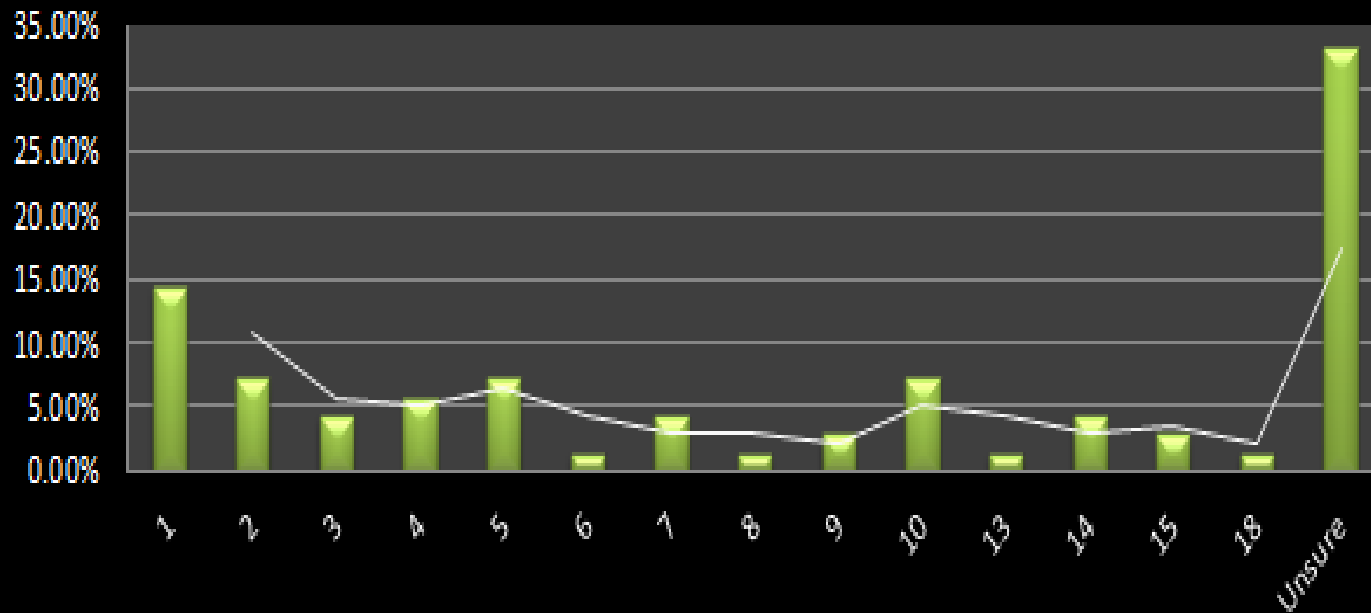
## Retirement selections - Count (Most to Least Important)



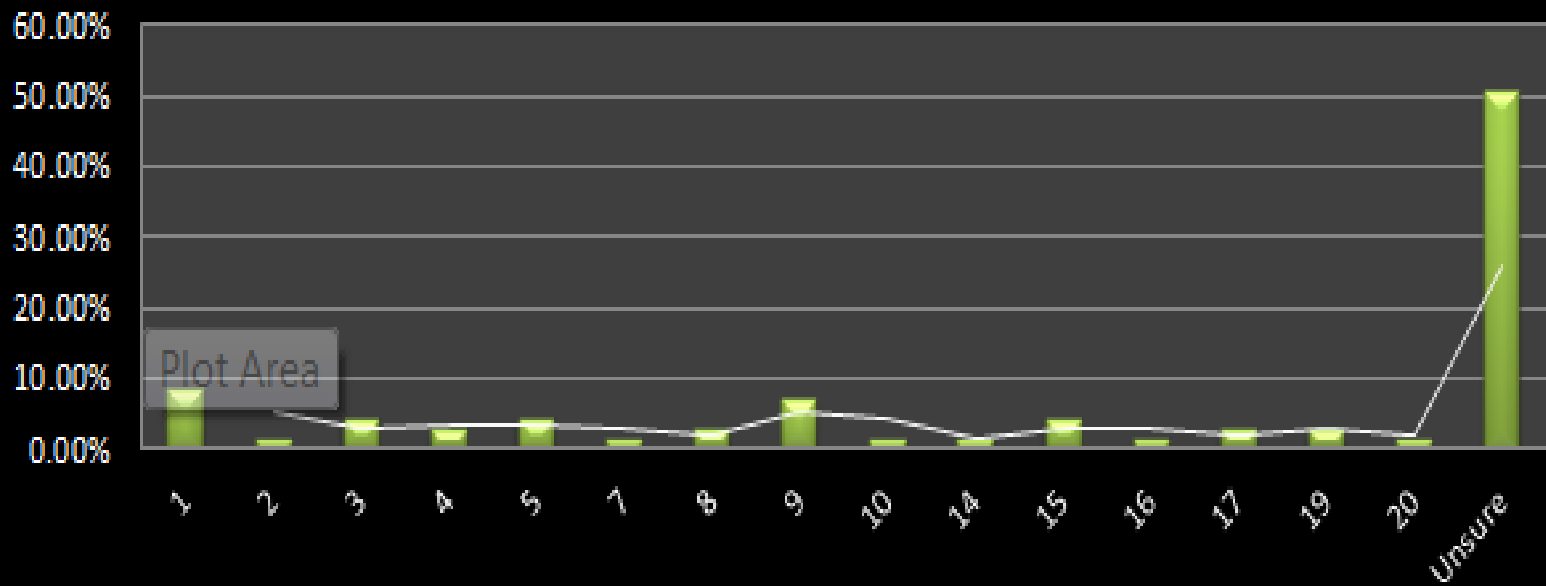
## Medical selections - Count (Most to Least Important)



## Medical costs as % of total cost - Count (Most to Least Important)

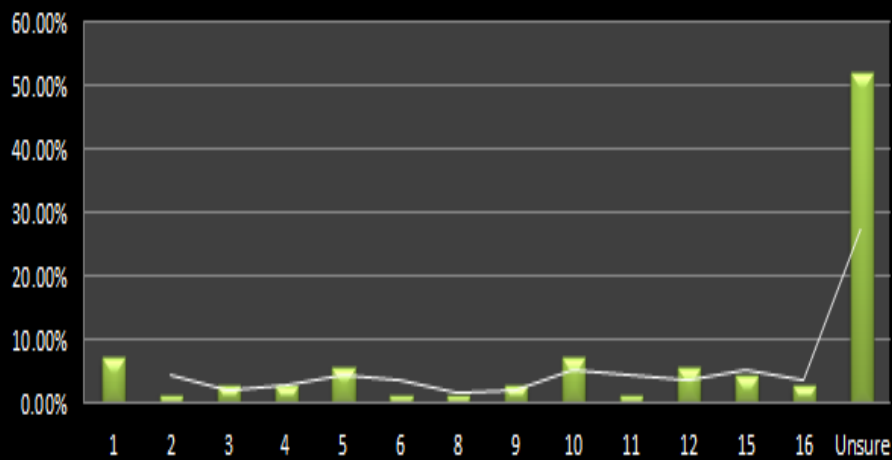


## Vitality participants - Count (Most to Least Important)

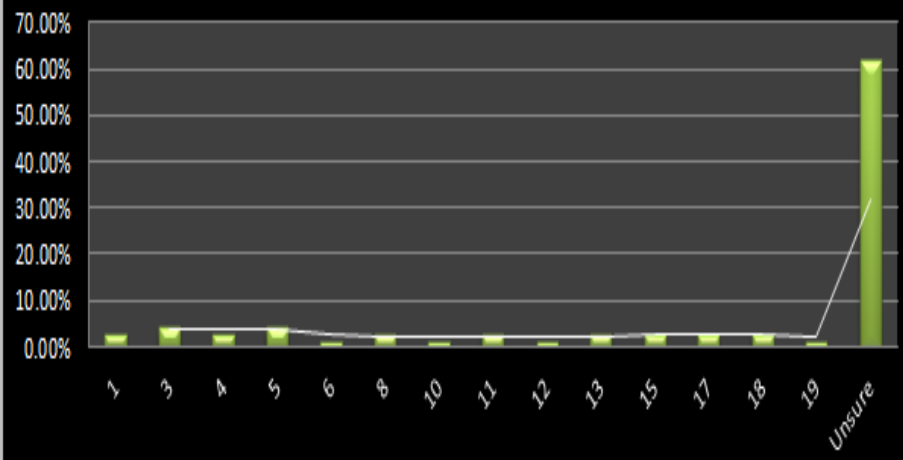




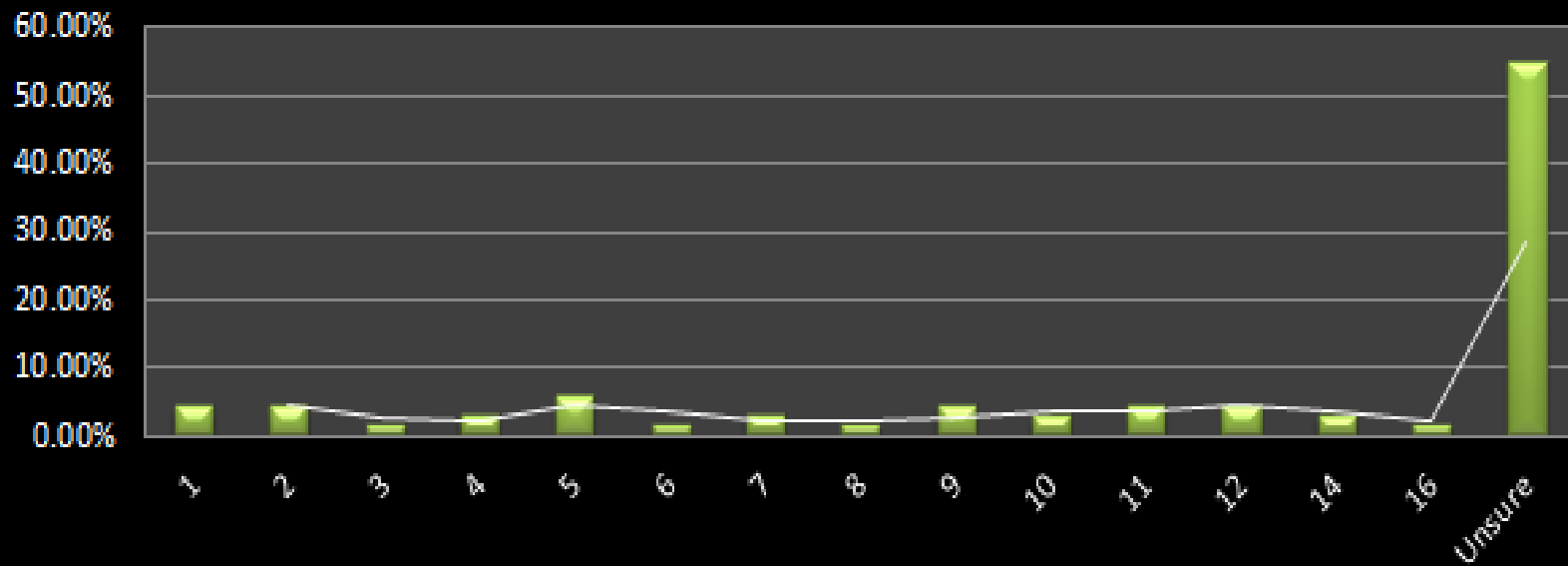
**Funeral Cover selected - Count (Most to Least Important)**



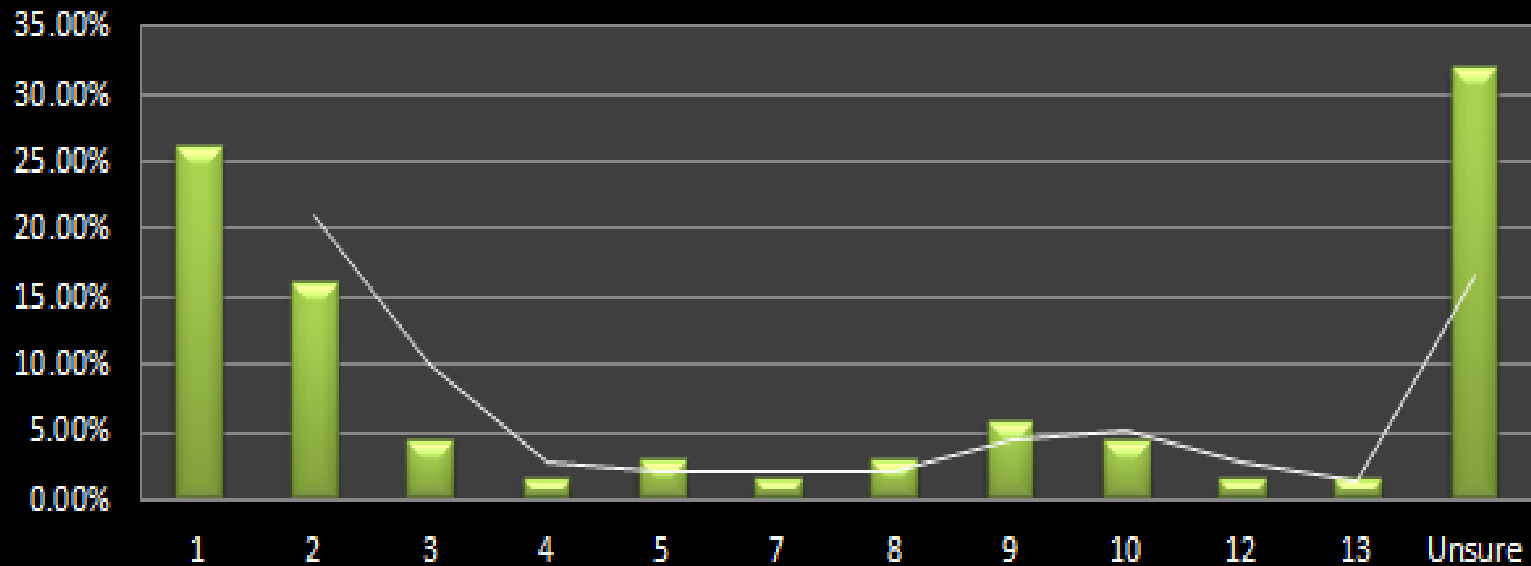
**Funeral taken for wider family group - Count (Most to Least Important)**



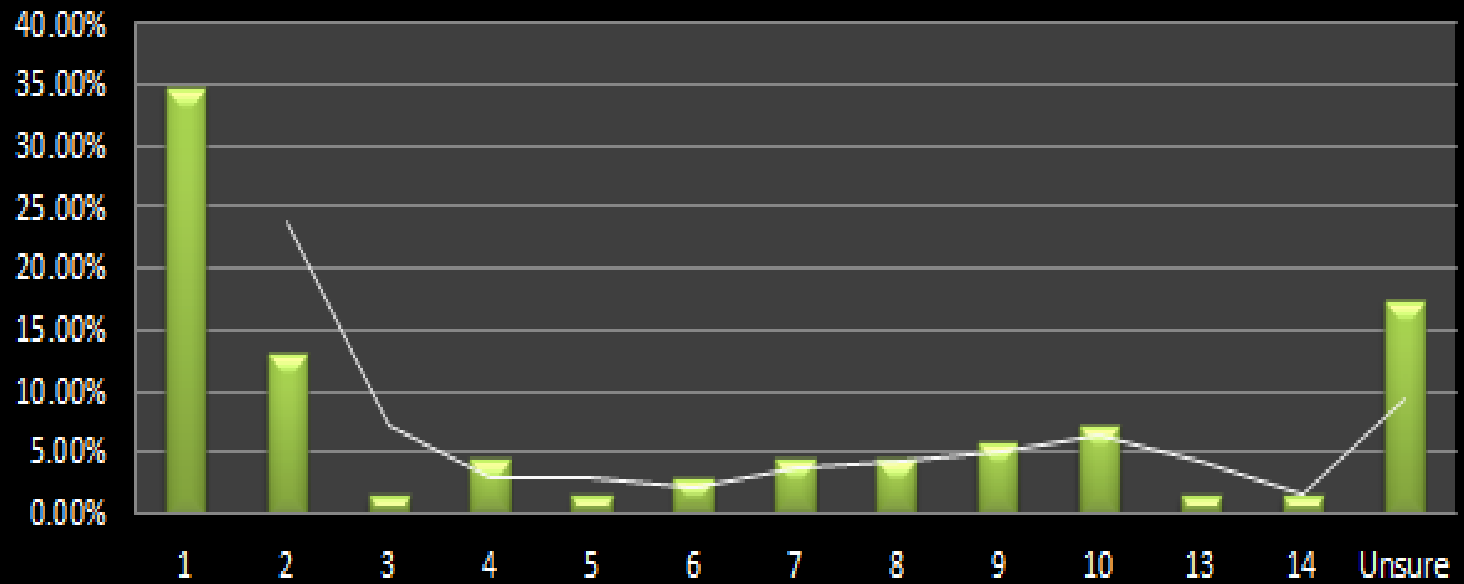
## Group Life - approved or unapproved - Count (Most to Least Important)



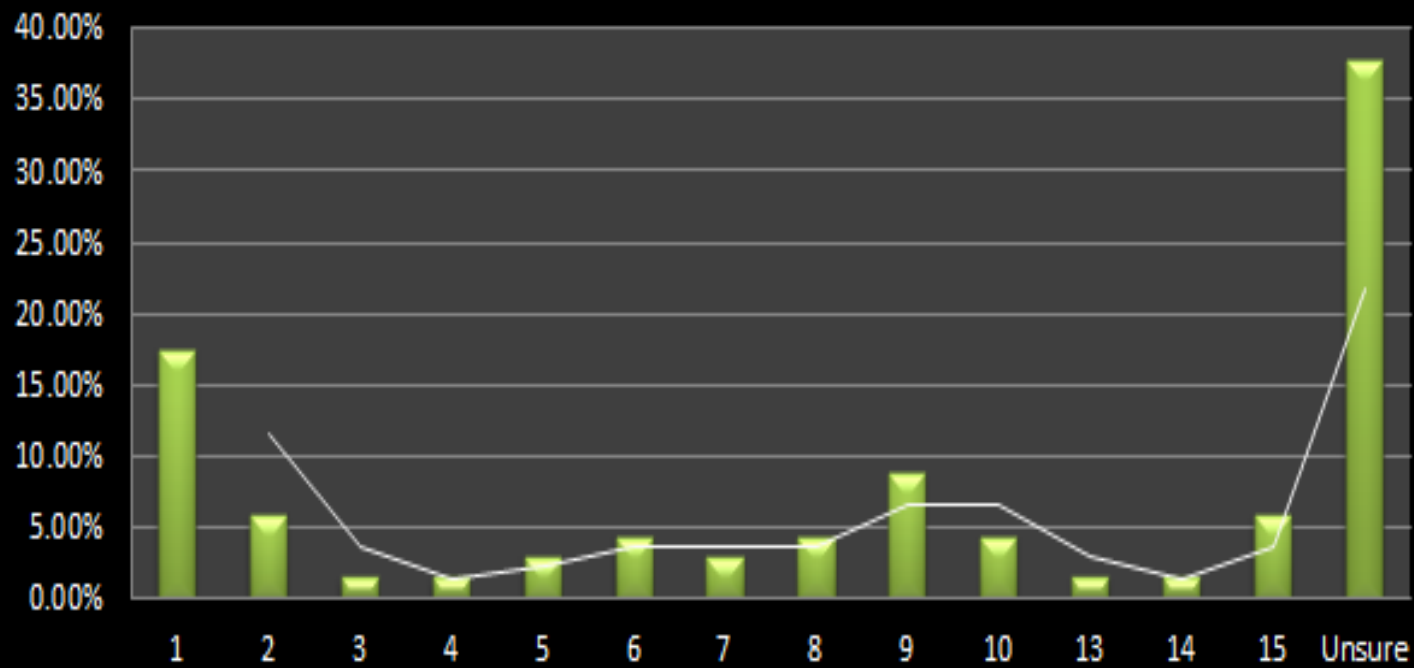
## Total cost per month per report area - Count (Most to Least Important)



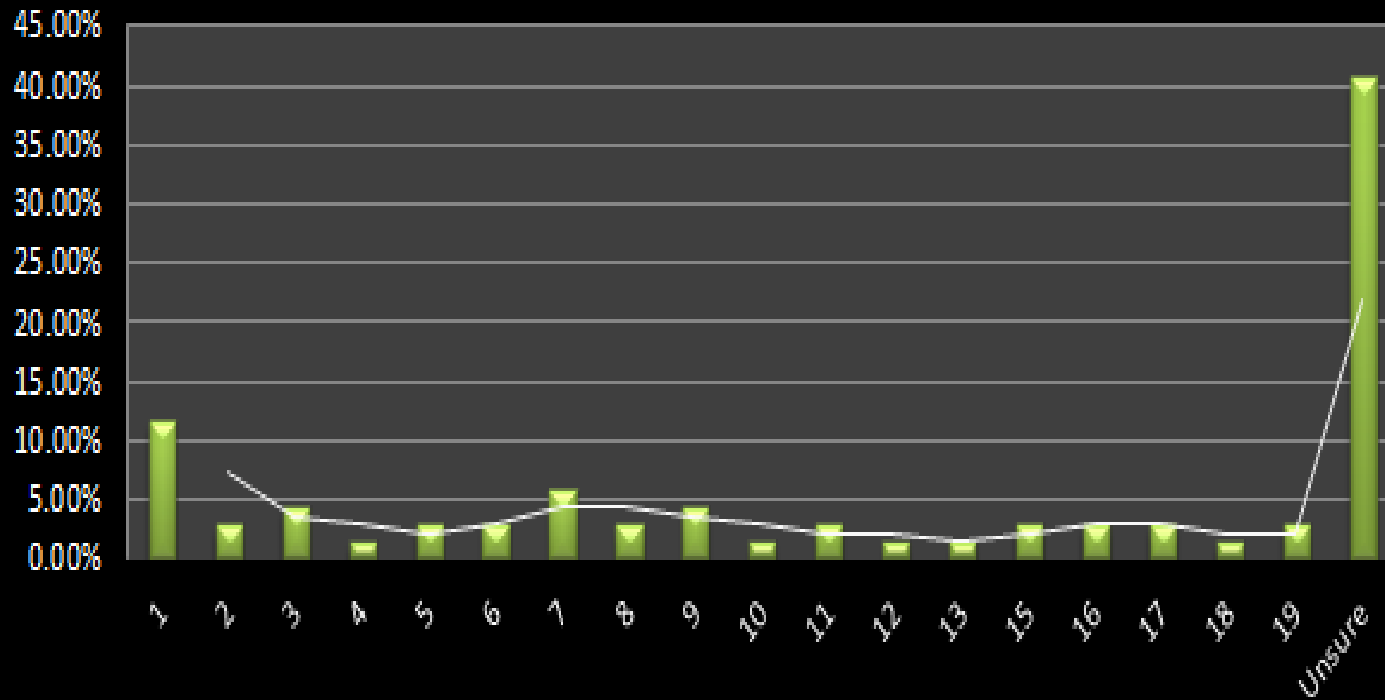
## Compulsory SARS information received for IRP5 compliance? - Count (Most to Least Important)



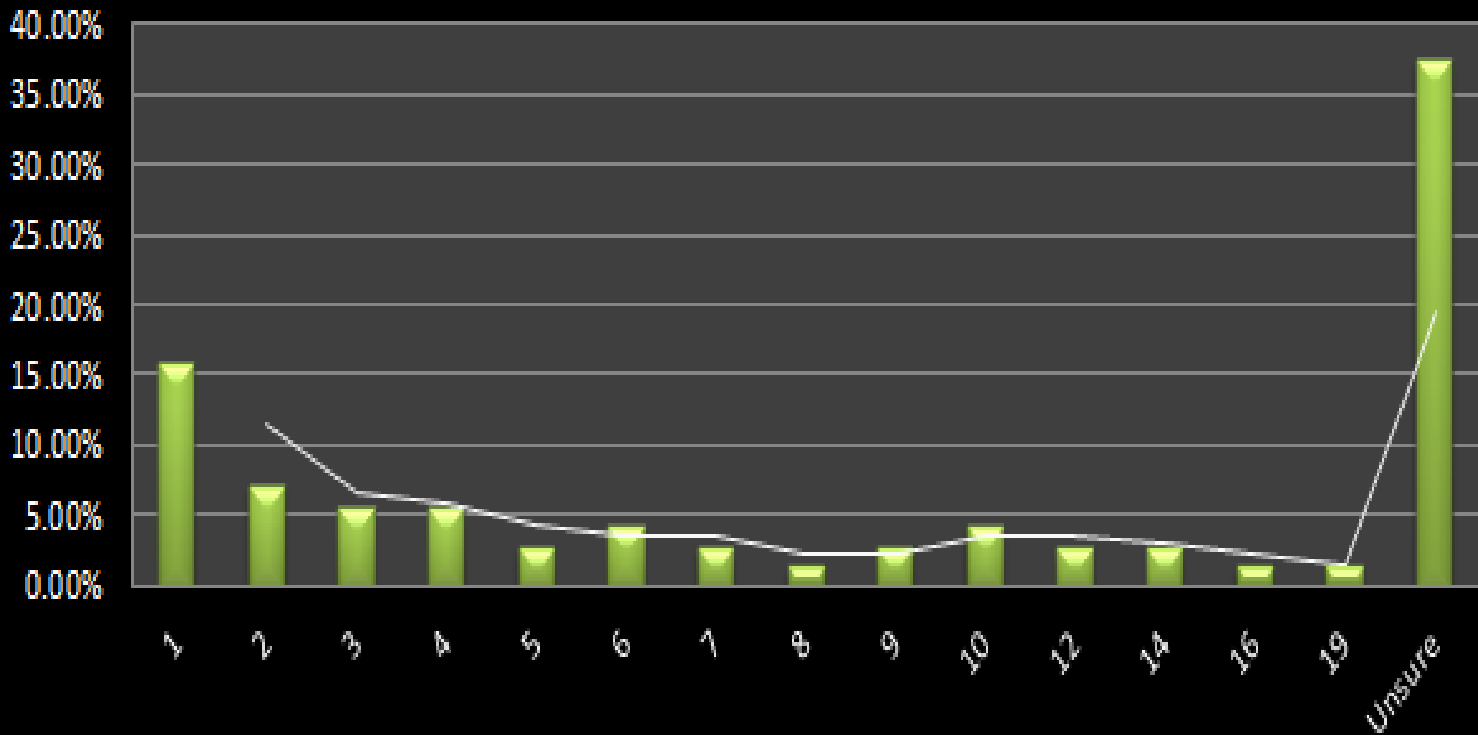
## Interim increases - Count (Most to Least Important)



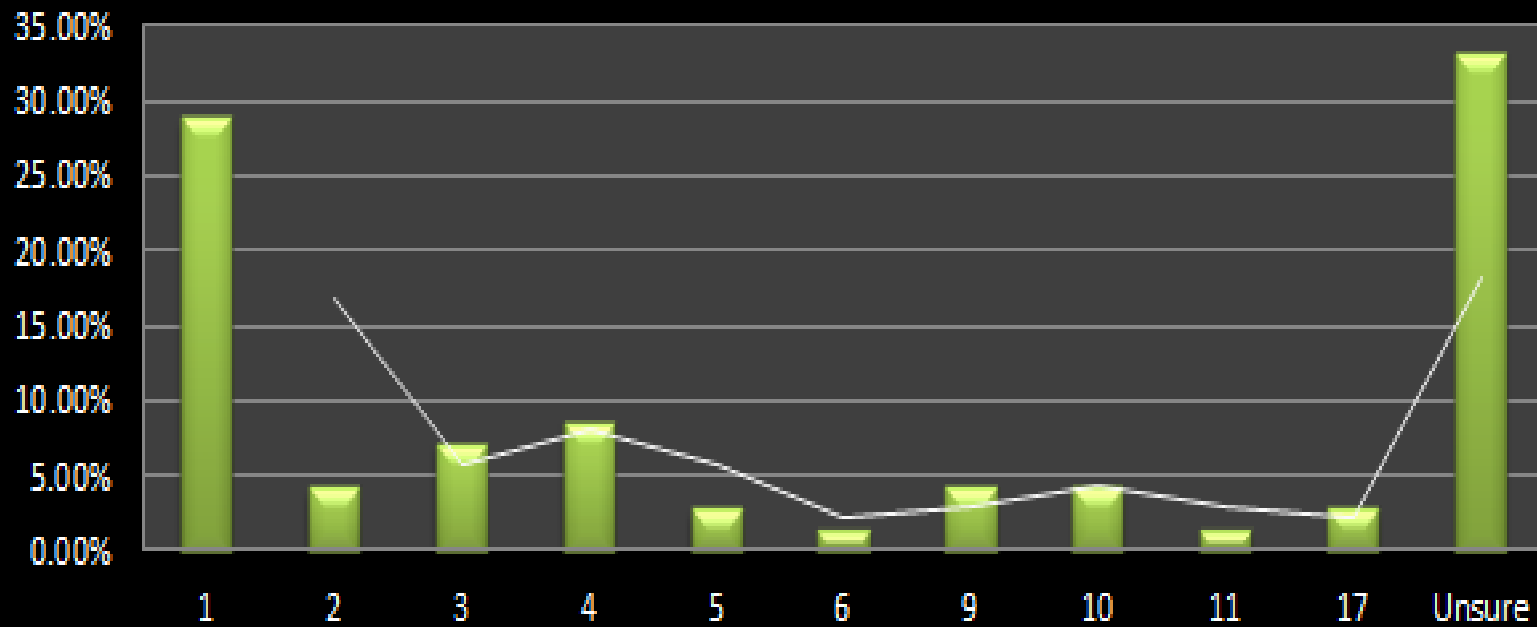
## Union members - Count (Most to Least Important)



## SARS AA88 / IT88 - Count (Most to Least Important)

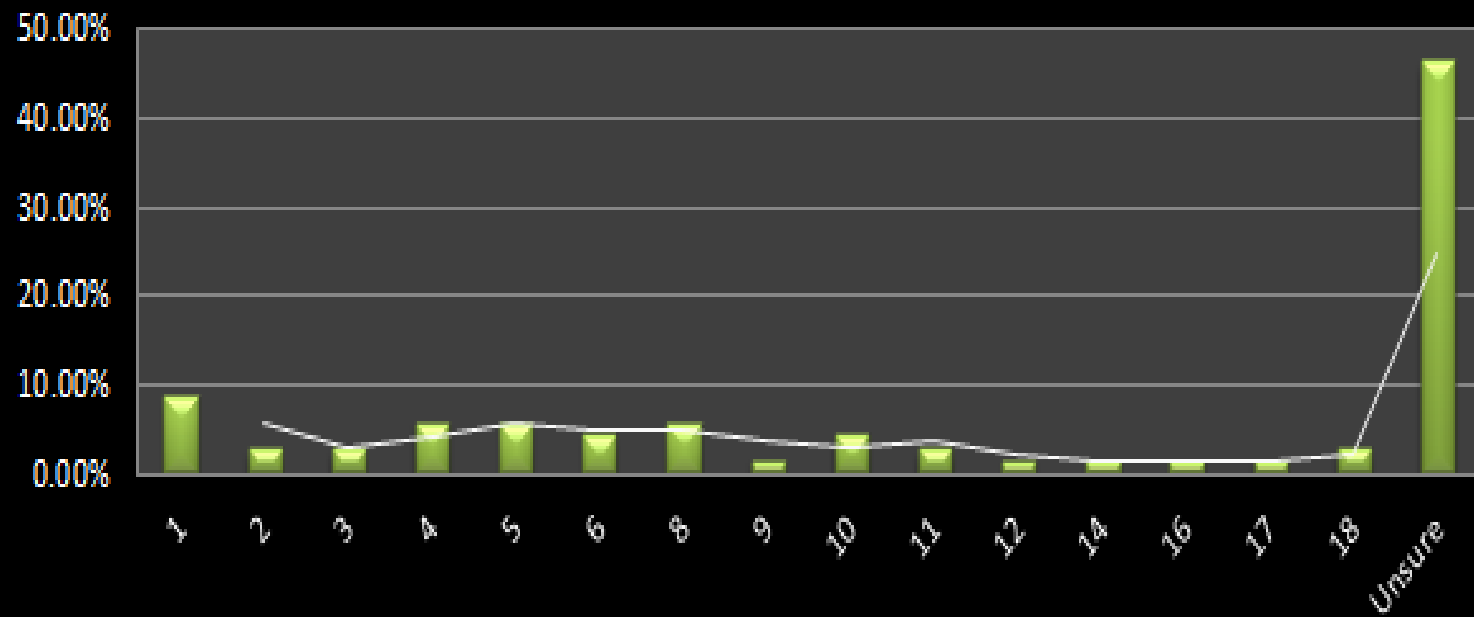


## Comparing items previous months and YTD - Count (Most to Least Important)

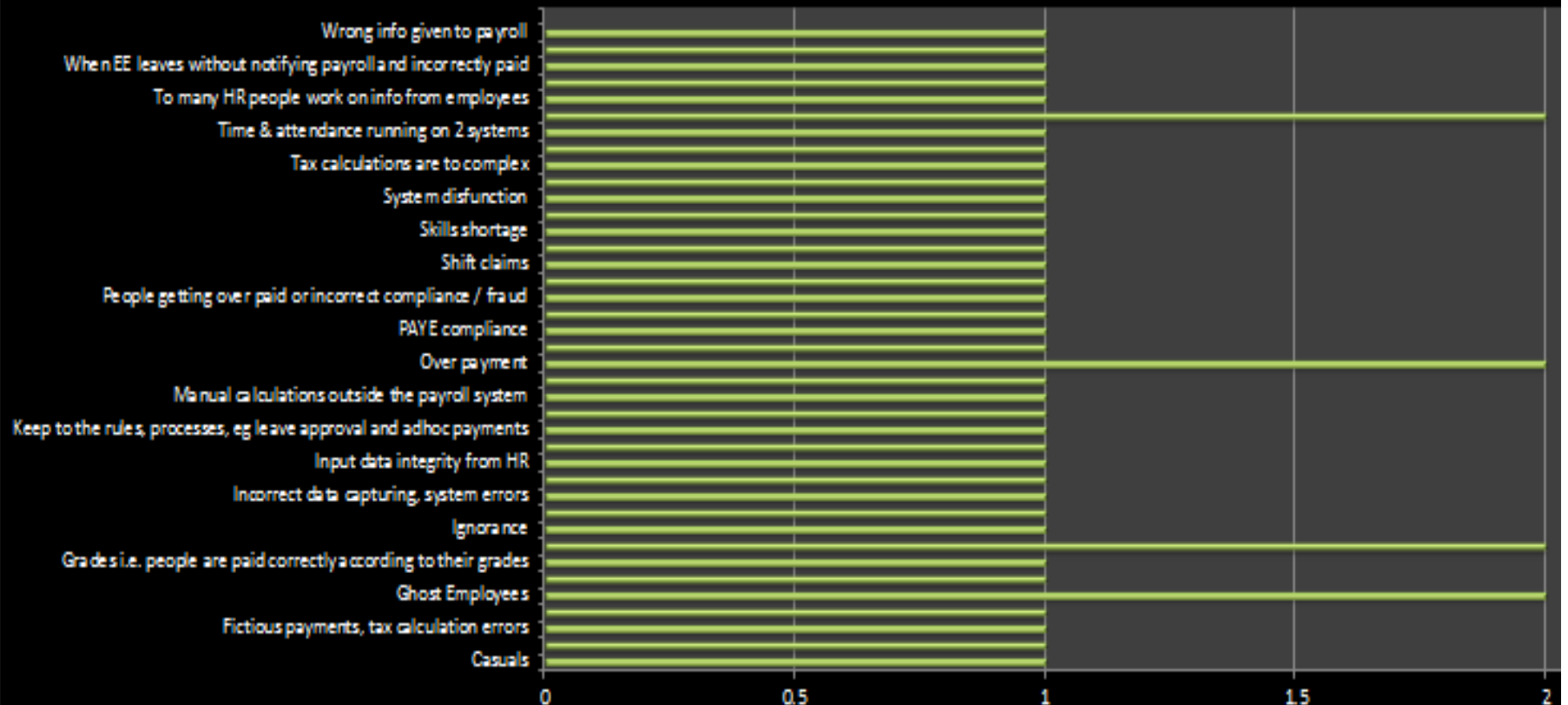





## Custom items asked by the business - Count (Most to Least Important)



## What is the largest risk in your Payroll?



# Keep in Mind

- Start Small but use religiously
  - Business will tell you what they need
  - Act strategically
- 

# Closing