



↗ Payroll 2020



2006 a quick picture.

With over 100 million members, MySpace is one of the top websites in the world.

YouTube streams 100 million videos. it's obvious that the thing now is that people can share everything – online.

**First I phone released
January 2007
App store releases its first app
June 2007.**



2006 a quick picture.

Rugby world
cup winners
2007



March 2006

Some principles

- Man determines the rate of acceptance
 - Alvin Toffler future shock
 - We will be surprised occasionally
 - The black swan Nassim Taleb
- There will be resistance to change
- It is all about me now.

Trends:



- 1) Automation
- 2) Smart applications
- 3) Self service
- 4) Tax automation
- 5) Information age
- 6) The black swan effect

Automation

KLM check in
Sliced bread.

Employee managed payroll



2020

Data capture ?

One system
does all

Smart Applications

Vpn

Starbucks

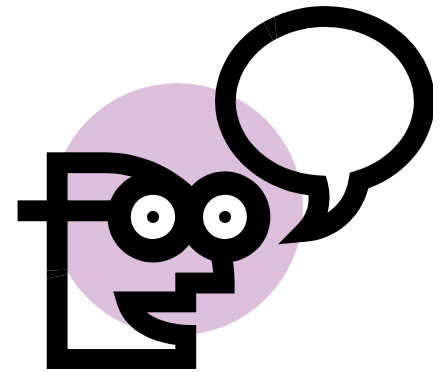
Voice commands

2020

Pay slips

Human resource take on
- identification card

Medical aid and pension
deductions plug in



Self Service

Casino France

- Public transport Holland

2020

- ❑ Human resource take on
- ❑ ever changing payroll
- ❑ Paperless payroll – no more filling



Tax Automation

24 hour turnaround

Tax apps

2020

- ❑ Companies will become more and more responsible

- ❑ Payroll department responsible for monthly uploads/assessments (UIF)

Information Age

- drop box
- flip board

Reports - no more paper

2020

Online pay slips and all historical data

Online training /help

Information always available cell phones



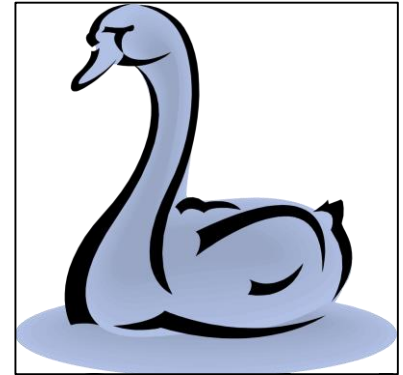
The Black Swan Effect 2020

Implanted chips for
timekeeping

Dna /retina identification

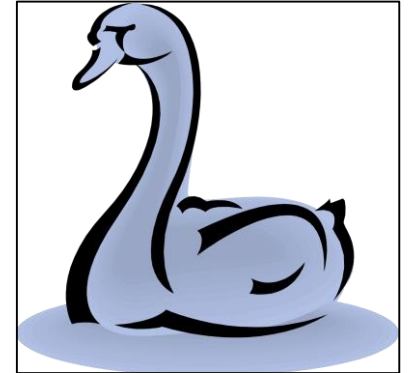
Nett salaries transferred
to.....

Payment in kind? (slow living
movement)



9/11

The Black Swan Effect



2020

- Payment in kind? (slow living movement)
- Working hours
- New tax order



Left behind

leading the pack



So what do need to do in the next 7 years:

- ✓ Data evaluation skills and software
- ✓ Proper analytical and presentation skills
- ✓ Multi-functioning systems that all talk to each other.

Automate Automate Automate

Train line managers

- Train employees on self service

Train senior managers on what you can deliver

- Train your staff.

Ability to adapt to the changing world around us