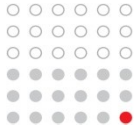


# LEGISLATION VERSUS PAYROLL

**PRESENTED BY**

**NICOLETTE NICHOLSON**





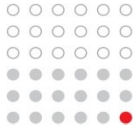
# OVERVIEW – PAYROLL PRACTITIONER RESPONSIBILITIES

**Provide Expert  
Knowledge**

**Manage and  
Deliver**

**Ensure Legislation  
Compliance**

**Provide Compliant  
Payrolls**



# **WHY SHOULD YOU KNOW LEGISLATION**

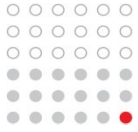
**It is LAW**

**Legislation changing frequently**

**Sound Judgment and  
Recommendations**

**It is not your money**

**Responsibility towards BUSINESS  
as well as the EMPLOYEE**



# COMMON LEGISLATION PITFALLS



**UN  
LAWFUL  
CONTRACT**



**UNFAIR  
LABOUR  
PRACTISE**



**LATE  
PAY  
MENT**

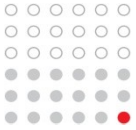


**DOC'S**



**THIRD  
PARTIES**

**NEVER MAKE IMPORTANT FINANCIAL DECISIONS  
IN ISOLATION**



# COMMON EXAMPLES



**EMPLOY  
MENT**

**OTHER  
PARTIES**



**WORKING  
HOURS**

**OVERTIME**

**LEAVE**

**TERMINATE**



**PENALTY**

**MEDICAL  
SCHEMES  
ACT**

**PENSION  
FUND ACT**



**PRESERVE**

**RETENTION**

**CONFLICT  
ACTS**

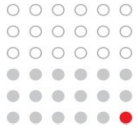


**DEBT  
COLLECT  
ACT**

**BANK ACT**

**MEDICAL  
/ PENS  
FUND ACT**

**MAKE INFORMED DECISIONS – KNOW  
YOUR STUFF**



# FAILURE OR REWARD

**I THINK**

**I KNOW**

COMPANIES  
ACT, 1973

UIF, SKILLS &  
COIDA

INCOME TAX  
ACT

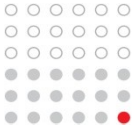
BCOEA 75 -97

MAGISTRATES'  
COURTS  
AMENDMENT ACT

DEBT COLLECTORS  
ACT

PENSION FUND  
ACT

MEDICAL  
SCHEMES ACT



## **EXAMPLES OF LEGISLATION**

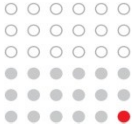
**Retention of documents – 15 years**

**Unlawful to pay medical and pension contributions to a party other than who it is intended for**

**Normal working day on Sunday – Pay 1.5 and not normal**

**Employees may discuss and compare their salaries**

**Retain years of service for leave entitlement purposes as well as any condition in terms of BCOEA if break is less than one year**



# WHY LEGISLATION COMPLIANCY



**LEGAL CLAIMS**

**PERSONALLY LIABLE**

**JAIL / FINES**

**CLOSE DOWN  
BUSINESS**

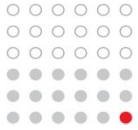
**FRAUD**

**CORRUPTION**

**CREDIBILITY AT  
STAKE**







# WHY TRAINING ?

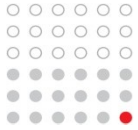
**Ensure expert knowledge and  
legislation compliancy**

**Establish consistency**

**Develop expert identifiers**

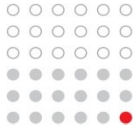
**Become self sufficient**

**It is the only tangible imprint that will  
remind your BUSINESS of your competence  
and efficiency.**



# EMPOWERMENT





# BENEFITS

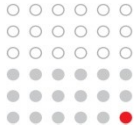
**Improved individual performance**

**Improved business competitiveness**

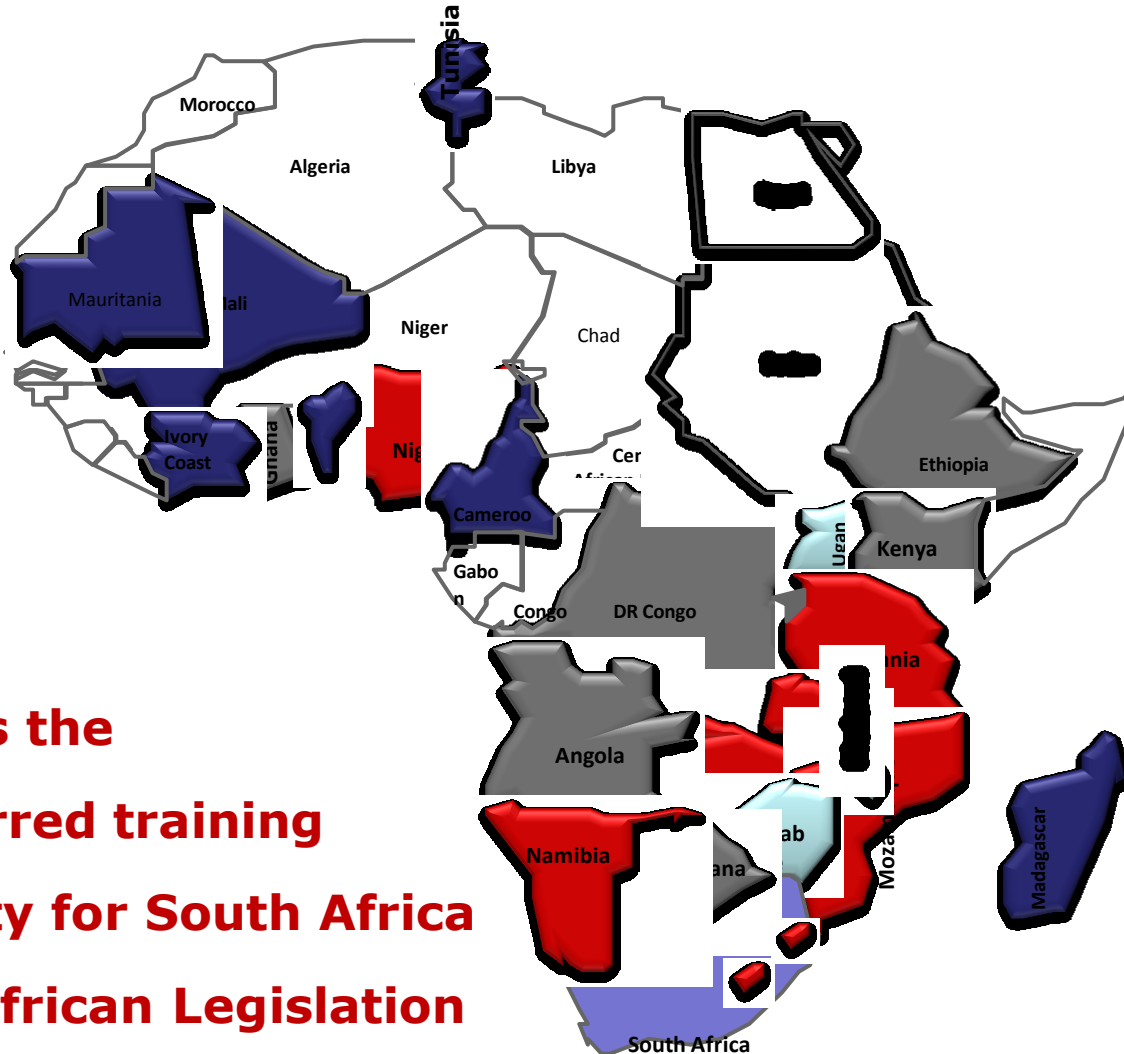
**Improved management /staff  
relationships**

**Improved retention of staff**

**Your “signature” that is left at your BUSINESS will  
be that of competence and efficiency.**

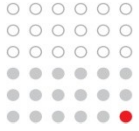


# AFRICAN LEGISLATIONS



- South Africa
- Lesotho
- Swaziland
- Mozambique
- Madagascar
- Mauritius
- Zimbabwe
- Botswana
- Namibia
- Angola
- Zambia
- Malawi
- Tanzania
- DRC
- Kenya
- Uganda
- Nigeria
- Ghana
- Malta
- Senegal

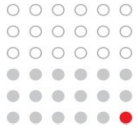
**BCX is the  
preferred training  
Facility for South Africa  
And African Legislation**



# CLOSING

**DO NOT BECOME PART OF THE  
FAILURES**

**MAKE A DIFFERENCE**



**THANK YOU**

