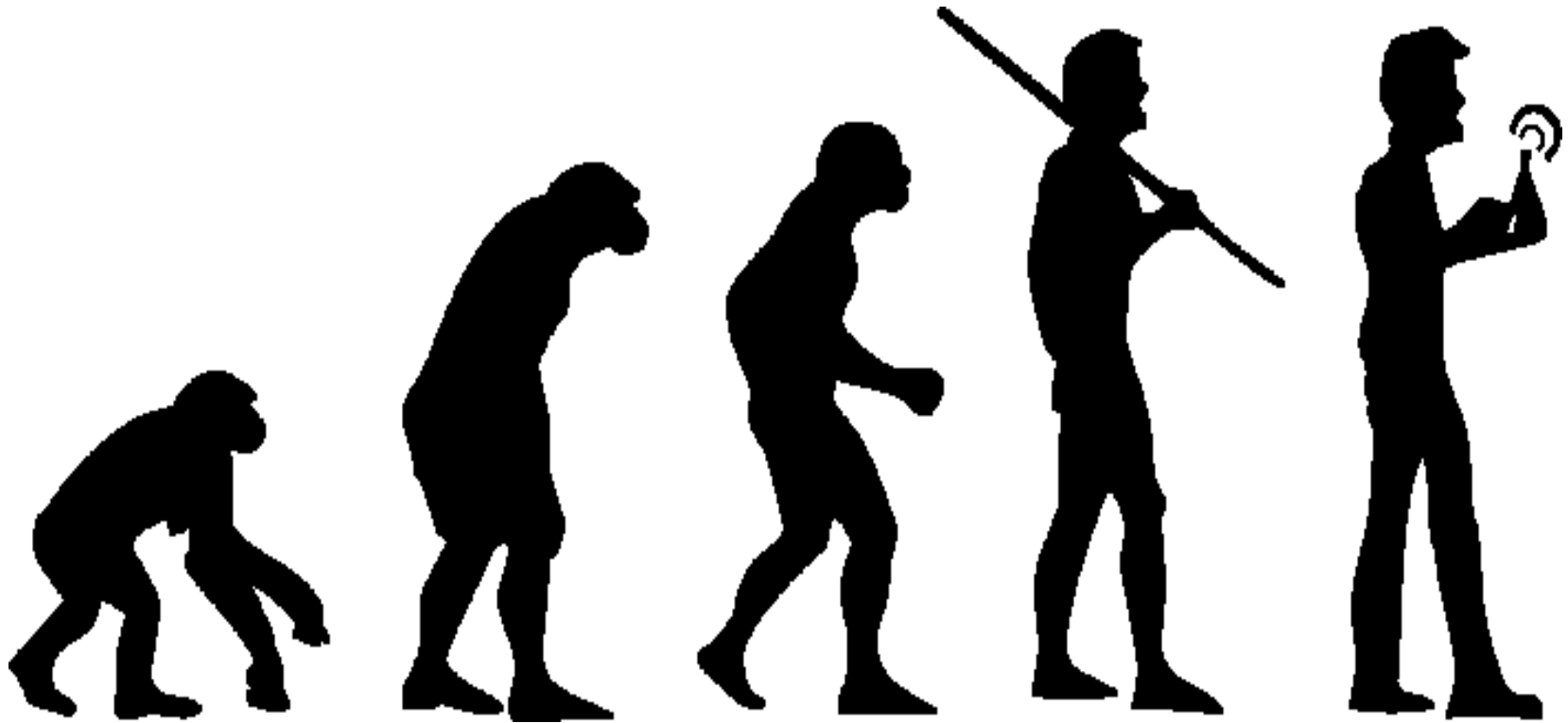




Payroll Evolution, Risk and Future

A presentation by:
Jerry Botha

Payroll Evolution

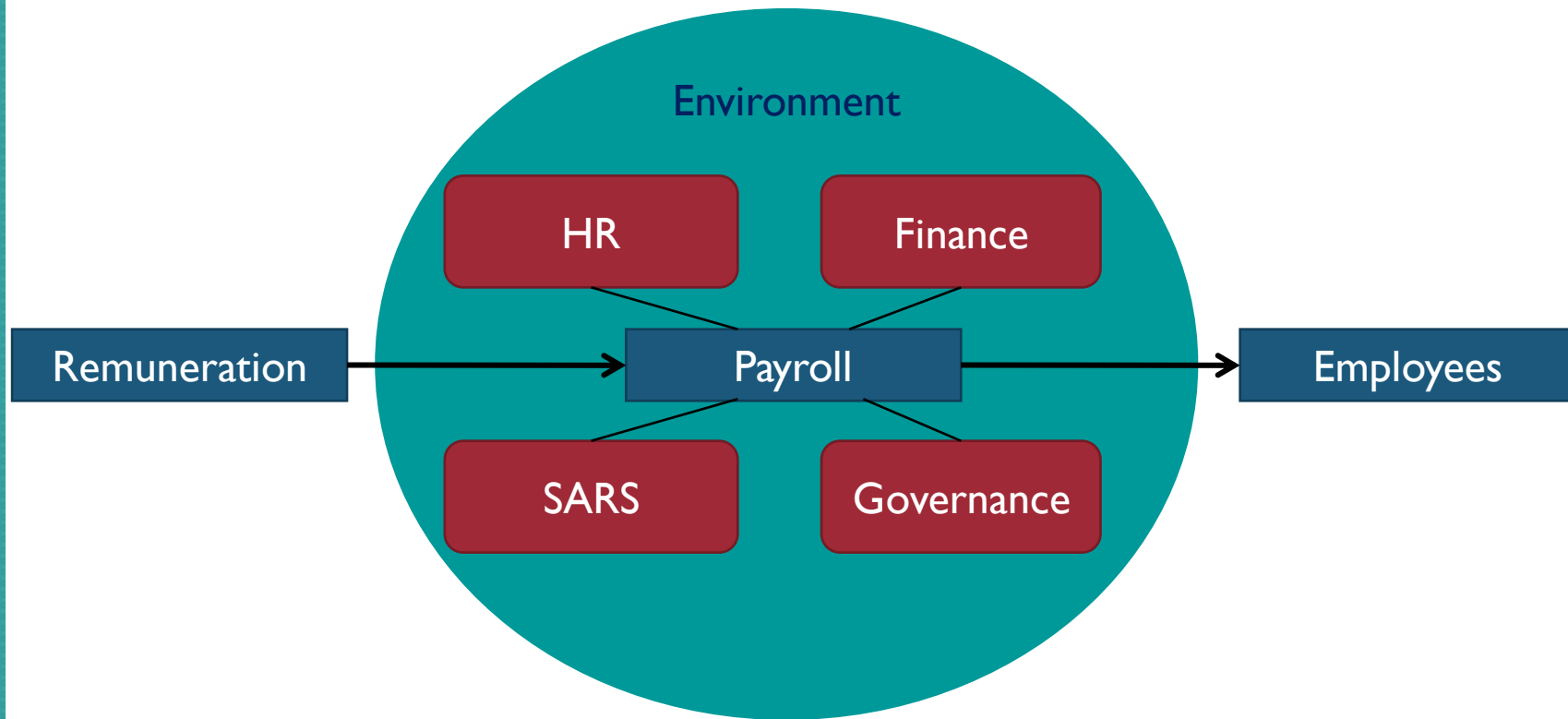




Overview

- Environment
- Risk Matrix
- Modern Payroll Function
- On the Horizon

Payroll Environment





Environment

- Primary Function remains ensuring employees get their monthly cash
- Secondary Function remains compliance and risk management
- Future lies with delivery of strategic reward

Risk Matrix





Risks

- Detailed payroll audit questionnaire comes to 284 questions
 - Areas of potential exposure
 - Processes which creates risk

Modern Payroll

Remuneration

- Optimal delivery of pay
- Return on Investment
- Employee engagement
- Alignment between remuneration and personal financial planning

SARS

- Deadlines
- Compliance
- Governance/ Risk Management

Strategic

- King III Compliance
- Attraction & Retention
- Business Partner



On The Horizon

- Tax Administrative Act
- New employee benefit tax regime
- Generation Y
- Technology
 - Risk management
 - Better delivery to business
- Employee education
- African Payroll