

The real Power of an effective payroll department

Forward-thinking companies put in a concerted effort to empower payroll professionals to take on the role of educating and supporting employees with regards to their benefits and remuneration packages. Employees that get paid on time are also more engaged, which has proven to increase employee productivity.

“When staff are paid the right amount on time every month, they are happy. Happy employees are more productive, which makes companies more profitable. Professional payroll services essentially lead to higher customer metrics, lower absenteeism, and a lower turnover of staff,” Lavine Haripersad, an executive at the South African Payroll Association (SAPA) points out.

SAPA 2018 Conference

To talk more on this cardinal role of payroll professionals, experts and thought leaders in the industry will be presenting at SAPA’s upcoming annual conference. The conference is set to take place across three South African cities. The Johannesburg leg will take place on 10 – 11 September, then the event moves to Cape Town on 13 September and Durban on 14 September.

“We have an exciting list of speakers presenting at this year’s conference. Two of the presentations will be dedicated to international payroll, which is a hot topic among payroll professionals this year. Winners of the 2018 SAPA Awards will also be announced on 10 September at the Johannesburg leg of the conference,” says Haripersad.

Dumisa Sihawu, Senior Tax Manager at Deloitte, will be discussing what payroll professionals need to know about expatriate payroll; Kelly-Anne Joubert, Payroll Manager at Ericsson Sub Saharan Africa, will be discussing the future of payroll professionals; Rob Bothma, Master Principal Consultant at Oracle, will explore the impact that Artificial Intelligence will have on Human Capital Management and payroll; and Eldert Bongers, Product Manager at Sage, will look at the latest technology in the industry, among other noteworthy speakers.

Representatives from financial institutions such as FFG and Old Mutual will also cover topics such as advanced retirement planning and how the pinch in payroll departments can be reduced.

“For this year’s conference theme, SAPA’s executive committee came up with the theme ‘Power’ due to the great responsibility and influence that payroll professionals have. Not only does an effective payroll department ensure that staff are paid on time, but it has the power to reshape the experience that staff has with the company,” says Haripersad.

Celebrating National Payroll Week 2018

This year, National Payroll Week falls on the same dates as the SAPA conference. National Payroll Week, which takes place on 3 – 7 September, was established to raise the profile and awareness of payroll and help demonstrate the impact that payroll has on the economy.

“In many companies, payroll is seen as a back-office support service. During National Payroll Week, we aim to celebrate and highlight how payroll professionals benefit the companies where they work or the clients they service,” says Haripersad.

From strategic decision making to monthly rewards and remunerations, organisations rely on their payroll staff for myriad services.

“SAPA is encouraging all payroll professionals to put the spotlight on the value they add to their businesses. Not only does the service these professionals offering help companies find new growth opportunities and boost employee morale, but they also work tirelessly to ensure that the companies they work for comply with all the

relevant legislation. During this week, I hope our members can pause to think about the important work payroll professionals do each month to make payday a buzzing day,” concludes Haripersad.

To attend SAPA’s annual conference, please click here: <http://www.sapayroll.co.za/Events/Conference.aspx> and view the programme here: <http://www.sapayroll.co.za/Events/Conference.aspx#8260426-programme>

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