

# SAPA Conference DAY 1

Wednesday, 8 September 2010

Montecasino Ballroom

08:15	<i>OPENING</i>	
08:30	Mark Berger <b>Solving the Communication Conundrum – How to immediately improve your Interpersonal Communication Skills</b>	
09:10	Paul Kempff, FFG <b>Medical Aid Legislation</b>	
09:50	Chris Kotze - Deloitte <b>Managing employee deductions – a labour law perspective</b>	
10:30	<i>NETWORKING BREAK</i>	
	<b>PAYROLL COMPLIANCE AND PROGRESSION</b>	<b>MANAGING YOUR EXPATS WELL</b>
11:00	Ron Warren – NuQ <b>Areas of payroll compliance which are generally not complied with by payrolls.</b>	10:50 Jaco la Grange – Deloitte <b>South African tax consequences of cross-border equity and other long-term incentive schemes, with specific reference to section 10(1)(o)(ii) of the Income Tax Act.</b>
12:10	Peet Kruger – Remchannel <b>“Is there a natural progression from Payroll into the Reward Profession?”</b> <ul style="list-style-type: none"> <li>• Payroll competencies versus the competencies required for the various Reward Profession Levels.</li> <li>• The challenges that will face Payroll Specialists when they progress into Reward Professionals.</li> </ul>	11:50 Nazlie Samodien – SARA EMG Committee Member, Ericsson <b>Taking the Mumbo Jumbo out of the expatriate package.</b> - Principles and methodologies used in structuring expatriate packages and the advantages and disadvantages of each approach.  - How factors such as hardship and cost of living influence important remuneration process like salary increases.
13:00	<i>LUNCH</i>	
14:00	<b>SAPA AGM 2010</b>	
14:30	Panel Discussion: Facilitated by Jeremy Maggs <b>There have been significant changes in legislation and administration impacting on employees' tax compliance over the past 5 years. What is expected of employers to achieve optimal compliance and risk management?</b> Jerry Botha – Tax Consulting (South Africa) Bernadette Abbott - Deloitte Mark Kingon – SARS Steve Krause – Steve Krause Consulting (Pty) Ltd	
15:30	Mark Kingon – SARS <b>Semi-Annual PAYE</b>	
16:00	<i>NETWORKING BREAK &amp; CLOSURE</i>	

# SAPA Conference DAY 2

Thursday, 9 September 2010

Montecasino Ballroom

09:00	Mark Berger <b>How to Win at the Game of Life.</b> Understanding the <b>New Rules</b> and using the <b>Correct Tools</b> for Success.
10:00	Steve Krause - Steve Krause Consulting (Pty) Ltd <b>Tax – Current Legislation and Amendments</b>
10:40	<i>NETWORKING BREAK</i>
11:10	Hugh Hacking - Old Mutual Corporate <b>Results from the latest Old Mutual Surveys</b> <ul style="list-style-type: none"><li>• <b>The Old Mutual Retirement and Funds Survey 2010</b></li><li>• <b>The Old Mutual Retirement and Monitor Survey 2010</b></li></ul>
11:50	Devan Naicker– SETA <b>Skills development into the future – SETA's and NSDS iii</b> <b>The future world of work and how the rapid changes of technology need to be understood to develop appropriate learning systems followed by an update on the skills development system in South Africa.</b>
12:30	Dean Padayachee - UIF <b>UIF Update</b>
13:10	<i>LUNCH</i>
14:10	Adv Madine Strydom - SETA <b>Why you cannot afford not to be part of Payroll Giving?</b>
14:30	David Brown - Profile <b>Payroll-Third Party statement reconciliation</b> <b>David will emphasises the need for accurate Third Party statement recons and share some practical examples of reconciliations using available tools.</b>
15:10	Nicolette Nicholson - Business Connexion <b>Legislation versus Payroll</b> <ul style="list-style-type: none"><li>• <b>Why do payroll practitioners need to know legislation</b></li><li>• <b>Common pitfalls payroll departments fall prey to</b></li><li>• <b>Risk factors to the company if Payroll Practitioners do not know various compliances of the different legislations</b></li></ul>
15:50	<i>NETWORKING BREAK &amp; CLOSURE</i>