NZPPA - Payroll Career Paths

NZPPA was formed to develop and gain recognition for payroll as a stand-alone profession. NZPPA do not see payroll as a stepping stone to Finance or HR but as a challenging career in its own right.

This career path diagram has been developed to show where your career can go in payroll.

We have also linked NZPPA Certification levels to the various payroll roles shown.

Payroll Career Paths

Payroll environment	In-house Payroll	Outsourced Payroll
Payroll Team In-house processed payroll – medium (125+) to large	Payroll Manager (CPL) Payroll Team Leader (CPL) Specialist positions: System or REM (CPC) Payroll Advisor/Consultant (CPC) Payroll Officer (Team) (CPP) Payroll Coordinator/ Administrator (Team) (CPT)	Payroll practitioners can move both ways between In-house to outsourced payroll
Sole Charge In-house processed payroll – Small organisation (- 125)	Payroll Officer (Sole charge FT) (CPP or CPS) Payroll Officer (Sole charge mixed role (PT) (CPP) Payroll Coordinator for outsourced payroll (PT) (CPT)	
Outsourced processed payroll (processing multiple payrolls)		Implementation Consultant (CPC) Payroll Helpdesk (CPP) Payroll Officer (processing multiple payrolls) (CPT)

Please note: Payroll can report to either Finance or HR. In a smaller business payroll usually sits with Finance as no HR may be present, the larger the business payroll can start to be seen to report to Finance or HR.