



New Zealand
Payroll Practitioners
Association

Developing and Supporting
Payroll Professionals

www.nzppa.co.nz

Where to next for payroll in 2024?

&

NZPPA Awards 2023



What's happening with NZPPA training?

Since Covid how people learn payroll (payroll practice/process, legislation) has changed:

- **Prior to Covid:** 95% of payroll training was done in person (public courses or onsite).
- **During Covid:** payroll training moved to virtual classroom, eLearning, webinars and online events.
- **Now:** 80% of payroll training still virtual classroom, eLearning and some webinars, we are slowly getting more back to attend in person courses.
- BUT Covid has changed the way we learn payroll and online learning is here to stay, for that reason we will be developing more training options online.



So where next for the Holidays Act...





Steps NZPPA will be taking...

- Ask for a meeting with the Minister early in the new year, to raise concerns with the act (educate the Minister) and to ask for a seat at the table.
- Create relationships with other associations involved in or around payroll so together our voice is heard by government.
- Fight to have payroll really involved and solutions that actually will resolve the issues we face everyday with the Holidays Act.
- This will not be a quick fix, so its back to the drawing board (2 years at the earliest)
- Keep you informed and involved throughout.



NZPPA 2024 EVENTS PLANNED

- **1st April 2024 Payroll Update** (webinar may be in-person will have to wait and see on what but doubt there is enough changes to do this), March 2024
- **4th Annual BootCamp 2024** (online event), May 2024
- **10th Annual Payroll Leaders' Summit** (in-person), July 2024 (Christchurch)
- **1st Annual NZ Payroll Conference** (Australia) TBA
- **3rd Annual Payroll Tech Showcase** (online) September 2024
- **17th Annual Payroll Conference** (Nov – early Dec 2024) 2 days in-person)



Will finally launch in 2023

We will move some activities from NZPPA to be under the **New Zealand Institute of Payroll Incorporated (NZIPI)**

Introducing
the next step in
developing payroll
as a recognised
profession in
New Zealand



www.nzpayroll.org.nz

- NZPPA Certification
- NZPPA Awards
- NZPPA Apprenticeships



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NZPPA PAYROLL EXCELLENCE AWARDS 2023

Celebrating the unsung heroes of payroll!

Three awards covering the payroll industry voted for by NZPPA members.

Applications open 25 October 2023, close 24 November 2023. Winners announced at the NZPPA 16th Annual Conference, 8 December 2023, Auckland.

To find out more go to the NZPPA website, Support Menu.

WWW.NZPPA.CO.NZ

[CLICK HERE TO FIND OUT MORE](#)





For 2023 there are three award categories that make up the NZPPA payroll industry awards:

Payroll Professional of the Year 2023

This award recognises the payroll professional who is an exceptional performer and has gone above and beyond in their role as a payroll professional to assist the business, the employees they pay, or even in developing the payroll industry.

Payroll Team of the Year 2023

This award recognises the payroll team that together has performed exceptionally for the business and its employees, achieving a business outcome (increased productivity, cost savings, etc.) over the last 12 months.

Payroll Leader of the Year 2023

This award recognises the payroll leader who has shown exceptional leadership in any or all the following areas: development of their team, promotion of payroll to the rest of the business, achieving recognised results for payroll in compliance, cost-effectiveness, or best practice over the last 12 months.



NZPPA Payroll Team of the Year 2023

We had the most entries ever for this award (7):

- Fletcher Building
- Admin Army
- AIRNZ
- BECA
- Farmers
- Fulton Hogan
- OnTrack



- All entries were of an exceptional high standard.
- Which just shows the depth of payroll professionalism there is within our industry.
- All entries will receive feedback from NZPPA on their entry and we want any payroll team to get involved in 2024!



But only one team can win!

- Payroll Operations and Payroll Enablement Squad
- Over the last 12 months embarked on their “Full Potential” (FP) journey
- Agile transformation into new ways of working and new reporting structures
- 5 of Payroll Ops team now sit in a squad in the Employee Enablement Tribe right alongside the payroll platform support and technical experts
- Challenging backlog of items being undertaken from a regulatory perspective through to CEA changes, retro calcs and continuous improvement from system and process perspective
- Team have demonstrated exceptional commitment to excellence and continuous improvement making a significant impact to the business and well being of the 11500 employees
- Enhancing payroll processes, utilising survey tools, conducting workshops and proactively implanting numerous improvements
- Scalability proven by having a Pivotal role in supporting the remarkable growth of the airline, integrating 1000's of new employees over more than 30 diff CEA's (over 3000 new employees)
- Survey results - Engagement measure from 55 in Nov '22 to 84 in Aug '23
- 'payroll accuracy' which sits at 99.8%,
- They have in 12 months significantly enhanced efficiency and played a crucial role in supporting the growth and success of the airline from Post Covid phase, out from Survive, through Revive and now into Thrive



Air New Zealand - Payroll Operations and Payroll Enablement Squad





NZPPA Payroll Practitioner of the Year 2023

We had 4 for this award:

- MSD
- Admin Army
- Anglican Life
- OnTrack



- Again, entries were of an exceptional high standard.
- All entries will receive feedback from NZPPA on their entry and we want all payroll practitioners to think about being part of this award in 2024!



But there can be only one winner!

- Joined during the busy season and immediately demonstrated remarkable adaptability and skill
- In Depth Expertise and Software Proficiency – extensive knowledge of Holiday Pay Calculations and system accuracy checks performed
- Innovative Contributions and Service Development by championing the “payroll health check service” for clients
- Client Impact and Success Stories, where his input has been instrumental in resolving complex payroll challenges and driving client satisfaction
- Professional Growth and Team Leadership attending the NZPPA Australian Payroll Processing Course and leading payroll conversions along with helping develop best practice guide documents



Josh Wilson – from Admin Army





NZPPA Payroll Leader of the Year 2023

We had 4 for this award:

- Fletcher Building
- Admin Army
- Fulton Hogan
- OnTrack



- Again, entries were of an exceptional standard.
- We have a range of leaders that will bring through the next generation of payrollers!
- All entries will receive feedback from NZPPA on their entry and we want to really grow this award in 2024.



But there can be only one winner!

- Exceptional Leadership & Expertise, and commitment to educating clients on compliance
- Significant Impact on her return from Parental Leave transitioning to managing a growing team
- Innovative Contributions and Client Success being instrumental in developing an internal best practice document for payroll
- Foresight in upskilling team in AUS payroll processing which has opened new avenues for this business
- Client and Team Feedback is glowing
- Key Contributor to the businesses Growth
- A visionary Leader in our industry



Bonnie Reece, Payroll Manager – from Admin Army

Bonnie Reece





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A BIG
thank
you


**FROM NZPPA for being at this year's conference,
be safe and have a great Christmas!**