

Conference Workshops 2013

Workshop Name	Workshop Description	Workshop Leader/s
Average Rates	<p>There is no one right way for Average Rates to be implemented, especially when it comes to Average Rates. There are many factors to be considered in order to ensure that you are compliant with the legislation.</p> <p>This workshop will consider the general principles of Average Rates, and then workshop various common scenarios to illustrate how the Average Rates calculation could vary in different situations but still be correct. Common scenarios that will be covered include:</p> <ul style="list-style-type: none"> • Salaried vs Waged employees • The impact of the chosen leave accrual methodology – Contracted Hours vs Base Hours • Employees working above or less than their standard / contracted hours of work <p>If you have specific scenarios that you would like to cover bring them to the workshop and we will endeavour to cover if time allows.</p>	<p>Ngaire Gedye is a Senior Consultant / Product Analyst with NorthgateArinso. She has worked in the payroll industry for 30 years, the last 13 of which have been in consulting type roles with various software vendors. During this time she has worked with many organisations, across a variety of sectors and has assisted customers to understand how the Holidays Act can be applied in relation to their unique requirements.</p>
Behind the PAYE Intermediary Veil	<p>Learn more about the PAYE Intermediary scheme and how it is designed to keep small (and not so small) businesses safe with regards to PAYE compliance. Understand the concepts, the paperwork, what a PAYE Intermediary is responsible for, and how they fulfil their responsibilities with Inland Revenue.</p>	<p>Chris Mar is the NetPay Business Manager for Datacom Pay Systems and is also responsible for their PAYE Intermediary service. He has been in the payroll industry for over 15 years in a variety of roles including payroll implementation,</p>

		consulting and product development.
Termination Pays	<p>Confused about termination pays or just want check you're on the right track? PayGlobal's Termination Pay workshop will cover:</p> <ul style="list-style-type: none"> · Types of terminations · What to pay · Dealing with leave pay-outs (impact of the Holidays Act) · Tax on termination payments · Reporting obligations. 	<p>Katie Leitch - Katie has been a Business Analyst at PayGlobal for more than 10 years with a passion for quality customer service. Katie's role involves strong communication with internal and external stakeholders across departments at all levels, enabling her to act as a bridge between the PayGlobal users and the technical experts, to assist in the development of the PayGlobal payroll & HR solution. Katie's areas of expertise are in payroll compliance and reporting.</p> <p>Grant Bond- Grant has been a Senior Developer with the leading payroll solution provider, PayGlobal, for over 20 years. He has a keen understanding of the payroll environment in New Zealand and Australia, and has been integral in developing new payroll solution functionality with a focus on how best to help</p>

		those working in the payroll space.
Measuring Payroll Performance	Just like all other parts of a business payroll performance must be able to be measured. Without actual measures being made and the results of those measures being reported back to the business how will you know if your payroll is cost effective, process effective and employee effective. From this information payroll can be assessed and changes made if needed. In this workshop a range of measures will be discussed, how they can be implemented and monitored and reported.	NZPPA CEO David Jenkins will conduct this workshop.
Tips & tricks on migrating to a new payroll solution	From whoa to go... A story of a successful Payroll Solution implementation.	Denise der Vlis, Vodafone (bio to come)
Employment Agreement Clauses for Payroll	One of the major problems for payroll is that the employment agreements that define terms and conditions of an employee's employment and statutory obligations are not written in a way that helps payroll practitioners. In this workshop the essential clauses needed for payroll will be discussed along with typical problems found in employment agreements. Participants will receive a set of payroll useful clauses to take back to their workplace.	NZPPA CEO David Jenkins will conduct this workshop.