



New Zealand  
Payroll Practitioners  
Association

Developing and Supporting  
Payroll Professionals

[www.nzppa.co.nz](http://www.nzppa.co.nz)

# GETTING YOUR PAYROLL RECIPE RIGHT!



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7<sup>th</sup> Annual Payroll  
Leaders' Virtual  
Summit 2021

16 September 2021

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## What will be covered:

- NZPPA New leadership Development Programme
- First Steps - Payroll Apprenticeships
- NZPPA Awards 2021
- Update on 14<sup>th</sup> Annual Payroll Conference
- NZPPA LOVE letters to government ministers



# NZPPA New leadership Development Programme

Developing payroll leaders is an essential way forward in developing payroll as a profession in New Zealand.

NZPPA is in the process of developing two courses for this purpose:

- NZPPA Certificate in the Essentials of Payroll Leadership
- NZPPA Certificate in the Advanced Payroll Leadership

## Essentials of Payroll Leadership

- Will move into a leadership position in the near future, is new to a payroll leadership position, wants a refresher (supervisor, team leader etc)

## Advanced Payroll Leadership

- Will move into a senior payroll leadership shortly, is new to a senior payroll leadership position, wants a refresher.



## NZPPA Certificate in the Essentials of Payroll Leadership (to launch 2022)

This 18-month leadership developing programme consists of a range of courses that can be undertaken at any time along with an end of programme assignment.

### Course Content:

- NZPPA Payroll Masterclass (2 days)
- Payroll Operational Practice (2 days) [NEW]
- Essentials of Payroll Leadership (2 days) [NEW]
- Ultimate Team Leader (6 days) provided by EMA Northern

Total days: 12



## First Steps - Payroll Apprenticeships

There is a real shortage of skilled payroll professionals in NZ presently. NZPPA is being contacted frequently by companies looking for candidates to fill positions that they cannot find any one suitable.

NZPPA will soon be releasing a paper on this as we see a need to create a pathway into the payroll industry to create a base of future payroll professionals.

### What we are looking at doing:

- That an organisation would create a place in their team for a payroll apprentice
- Over a period of 12 to 18 months an apprentice will work a number of placements (6 months in an organisation and then would move on to another)
- During this time they have to undertake a range of courses (modules) NZPPA supported with the aim to get the apprentice to the NZPPA Level 2 Payroll Practitioner Certification



## What does the business get out of this?

- The business will be fully involved in the selection of apprentices (shared and agreed selection criteria). NZPPA will coordinate.
- You decide if the apprentice will work in your business
- You pay them while they work (may be a special apprentice rate for payroll?)
- You can offer them a permanent role at anytime and we will have a exit process if needed (following employment law of course)
- You agree that you will offer support and mentoring while employed
- NZPPA will provide a special range of modules for the apprentice to complete and NZPPA to assess (for FREE) and provide feedback to the business on areas for development.
- NZPPA will provide places on public and online courses for apprentices at 25% of the standard training rate (to cover training cost only).



## Next steps – Payroll Apprenticeships (2022)

- Publish the paper (end of September)
- Put out an expression of interest for interested organisations to become involved
- Confirm the processes to be used (agreed with organisations involved)
- Promote and advertise for first intake
- Selection, placement and monitoring
- Training, support and mentoring
- Graduation



# NZPPA Payroll Excellence Awards 2021

Purpose is to celebrate payroll excellence.

Will be up on the website from 20 September 2021, awards will be presented during NZPPA 14th Annual Payroll Conference (5 Nov).

5 Awards categories:

## **Payroll Leader of the Year 2021**

- This award recognises the payroll leader who has shown exceptional leadership

## **Payroll Professional of the Year 2021**

- This award recognises the payroll professional who is an exceptional performer

## **Payroll Team of the Year 2021**

- This award recognises the payroll team that together has performed exceptionally for the business and its employees

## **Payroll Outsourced Provider of the Year 2021**

- This award recognises an outsourced payroll provider that processes payroll on behalf of an employer

## **Payroll System Provider of the Year 2021**

- This award recognises a payroll software provider that delivers exceptional service to a business.

Please put yourself or your team or any other party that has helped you achieve payroll excellence forward for this years awards



# NZPPA 14th Annual Payroll Conference



We wont use the “**I LOVE PAYROLL**” theme until we can actually be together hopefully 2022

NEW theme will be released next week, conference will be virtual:

- 5 November, main conference programme
- Along with up to 15 OnDemand webinars available to attendees



# LOVE letters to government to listen to PAYROLL!

NZPPA has started sending open letters to Ministers highlighting and asking for them to listen to payroll:

- 23 August, The New Holidays Act Cannot Fail – MBIEs Better Rules Methodology
- 25 August, THE MISCONCEPTION OF THE PARENTAL LEAVE OVERRIDE AND ITS EFFECT ON THE ANNUAL LEAVE RATE HOLIDAYS ACT REVIEW
- 16 September, WHAT'S IN A NAME? WELL, THE HOLIDAYS ACT IS NOT THE NAME TO USE!

Many more are coming and it will ramp up, the key is to get this out in the public domain so it is heard. To many payroll issues are hidden and kept hidden.