

Is Your Business Sinking or Swimming in a Sea of Payroll?

Integrity1
HR & PAYROLL CONSULTING

The best way to determine if your business requires greater payroll efficiencies is to take closer inspection of what's going on in your current processes and address those hurdles holding you back.

If you find yourself answering 'yes' to three or more of our reasons below

– MPS could be your ticket to get onto a more efficiently functioning payroll roundabout.

~ **1. You've found yourself in a legislative breach position?**

If you've undergone a Ministry of Business, Innovation and Employment (MBIE) investigation, independent audit or had remediation done that's found a breach in your payroll legislation, your system could face ongoing compliance issues if you do not implement robust payroll processes.

~ **2. Your employees are voicing pay concerns?**

Calculation mistakes in a payroll system can take a toll on employees – their pockets and morale. The result? Feelings of neglect and lack of confidence can run rife across the workplace.

~ **3. You're finding reconciling payroll payments easier said than done?**

It's costing you precious time and energy sifting through ongoing glitches.

~ **4. Is your business financially burdened due to a defunct payroll process / system?**

It can cost between 20% and over 100% of an employee's annual salary to recruit a new team member, train them and get them fully functional.

~ **5. Your payroll system and business operations are at odds with one another?**

This can result from your payroll person implementing processes into your organisation that are not noncompliant. With no universal payroll policing – your business could be at risk.

~ **6. Wrongdoings have sent your payroll expenses through the roof?**

In 2016, MBIE estimated that payroll underpayments alone could affect more than 700,000 NZ employees and add up to more than \$2 billion.

~ **7. Your margin of error in your payroll calculations continues to grow – or just won't budge year-on-year?**

Any errors will cost you time and money to resolve. Relying on external partners with a wider level of expertise will help resolve these issues.

~ **8. You're gifting extra holidays – without realising it?**

Like many businesses caught unaware, your current payroll system could be over complying with the holidays act – leaving you short-changed.

~ **9. Does your organisation have a high turnover of payroll staff?**

A high turnover results in unnecessary expenditure on recruitment of new employees and training.

10. Are you questioning your current payroll functionality?

~ *Let us help you get your payroll strategy and master plan into action.*