

PAYROLL Game Changer CONFERENCE 2015

12-13th February 2015, Auckland, NZ

It's more than just a job
Payroll is a career and can add real value

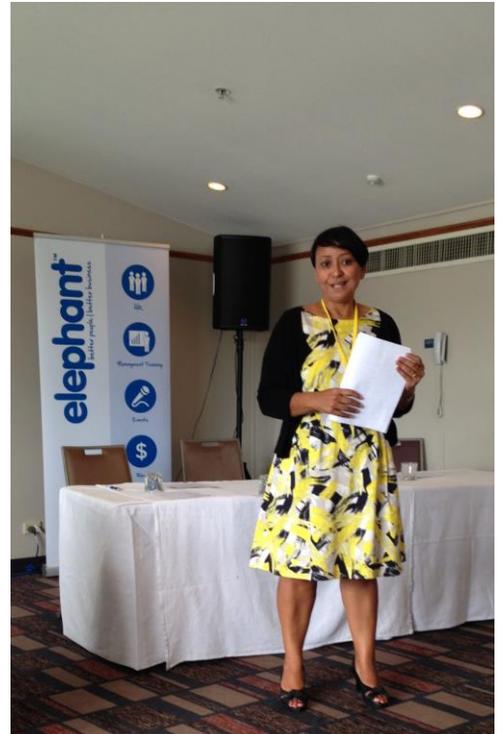


The First Payroll Game Changer Conference

In February 2015 Elephant ran the first Payroll Game Changer Conference to explore how Payroll is a career and can add real value to a business.



Angela Cameron from Consult Recruitment talked about building payroll talent pools. She questioned why payroll wasn't included placement in grad programmes and how we need to start selecting for the industry – not on experience, but on the whole person.



Nikki Iuli from Croxley shared how she works with her payroll advisor to provide business advice to the management team including payroll updates and lunch time sessions.



Chris Casanelia, HRIS Manager at BNZ talked metrics and HR technology. Payroll can add real value in both these areas by advising the business and utilising the next generation of technology tools.



Lisa Bell from Frontier Software talked about outsourcing vs insourcing and global trends. She said that to be strategic, payroll needed to focus on rightsourcing to resource their function the most effectively.

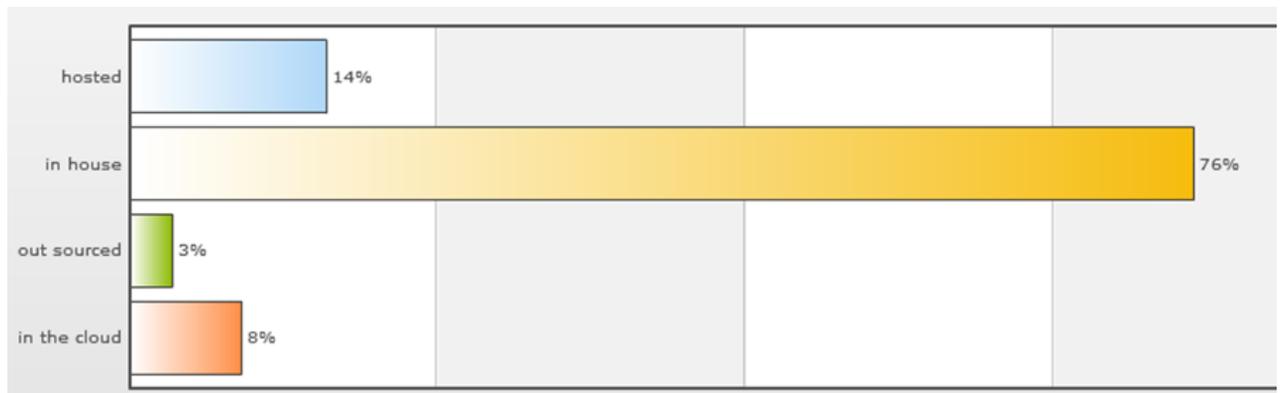


Cody Forde, Payroll Manager at Coca-Cola talked about making sure you develop yourself and your team, and then your managers and measure the value that payroll adds. We loved his quote ‘a manager who doesn’t have a succession plan for their own role is putting the company at risk’.



After lunch we talked curly payroll issues. Chris Hogg from LangtonHudsonButcher and Janine Cooksley from Westpac adeptly handed the myriad of questions and issues thrown at them as well as attendees sharing what they do! It was clear that the level of knowledge needed of employment and case law is immense.

The results from the poll we took about how many payroll professionals use hosted payroll systems, in house, outsourced or cloud systems.

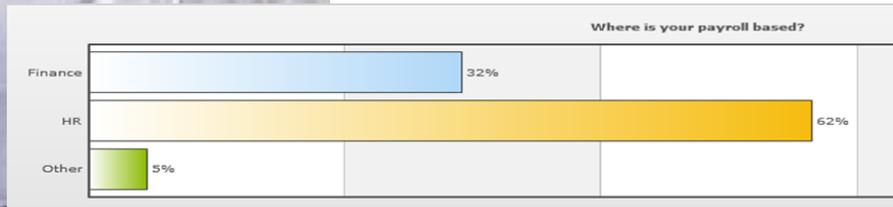




The payroll debate was fantastic with cases made for why payroll should sit in finance (Louise Peters from Downer talked about the function and personality style matching) or for why it should sit in HR (Pene Barton from Chorus got very passionate about what the Chorus HR & payroll teams have achieved together). But Susanne Carter from Fulton Hogan won the day with her arguments about payroll needing to be its own entity. In the discussion that followed, it was raised that in the 80's Personnel and Payroll were equal before Personnel reinvented itself as HR and became the juggernaut it is today. Why did payroll get left behind?



In our poll of all attendees we found that payroll being in HR was the winner...



Bobbie Hanlon, Payroll Manager for Downer interviewed Payroll Team Leader Melvyn Lucas - our very own Oprah Winfrey talk show moment! Mervyn talked about how hard it is to get into payroll and the misconceptions out there that payroll is boring when actually it's incredibly varied and interesting.



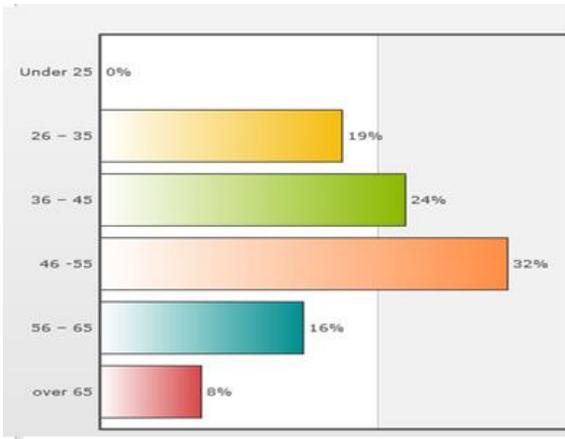
Our case studies from Sharon Swindale at Fletcher Building and Mary Johnstone, GM HR at Downer cemented a lot of the ideas discussed through the conference about using information not data, planning what you want to achieve and partnering with the business to give broad range advice.



The ideas wall for how to develop your Payroll skills!



Eugene Harvey from HRIT talked payroll metrics. Payroll can add real value by measuring the right things and advising the business on this.



Another poll showed the range of ages of those attending the Payroll Game Changer. We had quite a few in the room in their 50's and 60's and had hundreds of years of experience.



We finished with an update on tax and allowances (yes on a Friday afternoon, and with it being Friday 13th). Mike Williams from Deloitte shared when tax does and doesn't apply – again demonstrating the specialist knowledge payroll needs to know.