GUIDING THE WAY
ON REMUNERATION
BEST PRACTICE
Remuneration Consultants provides innovative remuneration and employee benefit solutions. We are market leaders in optimising employee reward strategy, which directly impacts the attraction, engagement and retention of employees, thus allowing employers to execute business strategy and achieve their objectives.

We specialise in the remuneration and benefit profession, but our competitive advantage is adding a layer of tax optimization to the solutions we deliver. This enables us to optimally structure your Total Rewards System from the ground up to be fully compliant, where tax is planned proactively and not a mere afterthought.

Our team consists of full-time tax attorneys, tax professionals, reward specialists, global remuneration professionals (GRP), chartered accountants, professional accountants, and psychometrists who assist with international or executive remuneration, international or local benefit structures or provide market leading assistance on more traditional aspects of employee remuneration and benefits.

Our implementation principles differs from other providers and the same deliverables will not be found under their methodologies:

**Cost neutrality for business**: The cost to employer (or employee cost to company) must be exactly neutral before vs. after the implementation.

**No employee is worse-off**: The correct design of employee benefits is aligned with their financial requirements.

**Clear business case**: The business case will normally be employee cost control and moving towards better internal and external equity.
Our clients include large South African employers, and some of the world’s leading multinationals with operations in Africa.
SERVICES

PACKAGE STRUCTURING TOOLS

10 Years of providing innovative solutions on remuneration best practice implementation has culminated into the streamlining of our MS Excel based Package Structuring Tool into a fully-fledged web based application offering all the advantages associated with cloud based computing.

Similar to our Excel based tool, the web based application offers full flexibility to client processes, policies and procedures, only with the added advantage of having a single aggregated datasource with real-time reporting and a streamlined, automated delivery mechanism via the familiar web browser interface.

The Package Structuring Tool is a versatile application which may be used to roll out many remuneration processes such as annual salary reviews, employment offers and assisting employees to make informative decisions on the benefits offered by the company.

“Our PST lends itself to a complex, fast changing and ever evolving employment environment.”

FEATURES

- Data Validation
- Custom Workflows
- Automated Notifications
- Dashboard Birds-Eye View
- Print Actions

BENEFITS

- Reduced Admin
- Streamlined Process
- Confidentiality Secured
- Electronic Documents Instant Finalisation
- Statistical Reporting On-The-Fly

The PST promotes internal understanding of the company’s remuneration design, the support for future business decisions and forms the cornerstone for building the remuneration function to move toward achieving an enhanced Total Reward model within the business.

Our PST lends itself to a complex, fast changing and ever evolving employment environment which increasingly requires real-time feedback, up to date statistics & flexibility to accommodate instantaneous policy changes.
Our Package Structuring Tools lends itself to a complex, fast changing and ever evolving employment environment.
SERVICES

TAX & COST-TO-COMPANY TRAINING

The training we provide covers:

- Basic monthly income tax calculation
- Annualised tax calculations
- Bonus month tax computation
- Tax refund where part-year employment;
- Additional tax where more than one source of income
- Unemployment Insurance Funds (UIF) and Skills Development Levy (SDL)
- Pension/Provident, retirement annuities, medical aid rules, travel allowance computation
- Employee benefits including pension, provident defined contribution and defined benefit, medical aid, life cover, disability cover (permanent health insurance and income protection), lifestyle benefits
- Cost to Company vs. Basic Plus Benefits remuneration structures

PAYROLL AUDITS

We rely on the company to provide us with accurate information on a first-time basis in order be as efficient as possible when reviewing the company’s payroll. The process typically includes:

- Data/Information gathering
- Data consolidation
- Recalculations and verification of payroll elements
- Wage type set-up verification

Outcomes of a payroll audit

- Final Report containing payroll findings, payroll best practice and recommendations
- Excel-based appendix containing the re-computations of all payroll
- Payroll wage type set-up and treatment matrix indicating where there are discrepancies
- Final feedback to present the outcome of the payroll review and verification process.

JOB EVALUATION AND DESIGN

We assist companies in designing their Job Profile lay-out to align with the specific Job Evaluation System that they use for evaluation purposes to ease the time spent during job grading. We have extensive experience in job analysis and drafting job profiles as well as dealing with bargaining unit during this process. Our Industrial Psychologists facilitate competency profiling and organisational design enabling us to provide an end-to-end service.

We understand the entire Job Evaluation process and also provide our clients with training on Job Evaluation specifically the Paterson grading system. We also have the capacity to conduct desktop grading exercises and our reward specialists also sit on Job Evaluation and Validation Committees to provide external expertise.
COST TO COMPANY CONVERSION

Our Package Structuring Tools provide companies with a streamlined approach to the conversion process. In addition we also provide companies with travel calculators that simplify and maintain compliance with the necessary tax requirements.

IMPLEMENTATION PRINCIPLES

These principles are of critical importance for successful implementation and will normally be approved at Board Level. Our approach is also different here from other providers and the same deliverables will not be found under their methodologies. These principles are:

- **Cost neutrality for the business.** The cost to employer (or employee cost to company) must be exactly neutral before vs. after the implementation. We will build a testing calculator to evidence this and which is also a critical part of the rollout process.

- **No employee is worse-off.** There must be sufficient flexibility and correct design of employee benefits, as this remuneration methodology necessarily means that there are changes to the level of take-home pay or benefit entitlement. Where correctly designed, both on take-home pay or benefits, the employee will not be worse off. It is critical to have correct benefit design hereon, to ensure that employees make remuneration choices which are aligned to their personal financial requirements. This is especially complex where you need to harmonise different historical approaches, but we are deeply experienced in delivering hereon.

- **Clear business case.** The business case will normally be employee cost control, treating employees fairly, moving towards better internal and external equity, attraction, retention and best possible return on investment on the employer's remuneration spend.

“Our Package Structuring Tools provide companies with a streamlined approach to the conversion process.”
Our Package Structuring Tools provide companies with a streamlined approach to the conversion process.
SERVICES

EX帕TRIATE SERVICES

We have an extensive client base of South African and multi-national employers for who we provide expatriate tax planning and compliance services. These include some of the largest companies in the world operating in South Africa, as well as a significant contingent of South African employers operating internationally, especially into the rest of Africa.

Our service offering includes the following:

• Expatriates to South Africa, South African expatriates internationally (especially into Africa), African expatriate management

• Expatriate policy and philosophical design

• Expatriate contracts, including home and cost country contracts

• International mobile employee build-up calculators, tax equalisation, tax protection, guaranteed net pay methodologies, with strong emphasis on communication best practice and creating (a) employee understanding of the model (b) business cost projection (c) full support to the international mobility, finance and human resource function(s)

• Internationally mobile employee benefits and tax compliance

• Payroll for special classes of employees, including dealing with exchange control

• Alignment of economic reality of international mobile services and finance costing and recharge model with international employee contracts, benefits, tax planning and compliance

• Host country tax and social security calculators including for most African locations

• Payroll calculators for most African locations

• Expatriate cost calculators including on mobilisation, on-assignment costs, de-mobilisation

• Work permits, classification of work permits and to align with specific business operational needs and expatriate personal financial planning

• Tax break-even computations, international subsistence modelling

• Tax treatment for internationally mobile employees – we have obtained the “ground breaking” advanced South African Revenue Service Rule hereon, which has created clarity for the market around providing a robust and equitable approach for all concerned. This has become market practice since for most employers in the treatment of internationally mobile uses this model now as market norm.

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