

Tax Specification Changes

ACC EARNER LEVY -

The maximum liable earnings for the ACC Earner levy will increase from \$118,191 to \$120,070 for all pay periods ending on or after the 1st of April.

PAYE CALCULATION FOR SPECIAL TAX CODE -

When PAYE is calculated for employees on the STC tax code, their taxable ordinary earnings will first need to be truncated to whole dollars.

Example:

If an employee's total pay period amount comes to \$457.89, the truncated amount will become \$457.00. This means that if the Special Tax Rate was 20 % (as an example), the PAYE would be \$91.40. Before the change, it would've been \$91.58.

Other Legislative Changes

NEW MINIMUM WAGE RATES -

- The adult minimum wage rate will increase from \$14.25 to \$14.75 (before tax) an hour.
- The Starting-out wage and training minimum wage will also increase from \$11.40 to \$11.80 (before tax) an hour.

A detailed guide has been published on our website. Visit us at [http://www.datacompayroll.co.nz/Insights/Legislation-Updates/\(NZ\)-April-2015-Tax-Changes](http://www.datacompayroll.co.nz/Insights/Legislation-Updates/(NZ)-April-2015-Tax-Changes). Should you have any further questions, give us a call on 0800 72 97 97. We look forward to your enquiry.

GOODIE BAG GIVEAWAY

Welcome to our first competition of 2015. Which means...we will be re-introducing our giveaway competition and an opportunity for you to get your hands on our "Goodie Bag" worth up to \$150!

Entry is easy! All you need to do is submit your answer to us by 22nd May 2015 via the email address below:

Answers@datacom.co.nz.

Transferred Public Holidays (*Mondayised/Tuesdayised*)

If the public holidays fall on a Saturday or Sunday those holidays will be transferred to the following Monday or Tuesday for those employees who **do not usually work** on a Saturday or Sunday. Employees who **usually work** on Saturday or Sunday will observe the public holiday when it falls.

EXAMPLE:

- Anzac Day 2015 will fall on Saturday 25 April, which means Anzac Day will be observed on Monday 27 April.
- Boxing Day 2015 will fall on Saturday 26 December, which means Boxing Day will be observed on Monday 28 December.

PLEASE NOTE: Employees are entitled to a **maximum** of 4 public holidays over the Christmas and New Year period. They will only be entitled to a paid day off on the public holiday if it is otherwise a working day and the employment agreement does not require them to work on public holidays.

TRANSFERRED PUBLIC HOLIDAYS INCLUDE:

- Waitangi Day
- Anzac Day
- Christmas Day
- Boxing Day
- New Year (1st & 2nd)

Any employees for whom the day is otherwise a working day will be entitled to payment for the public holiday regardless of whether they have just commenced employment or whether they are permanent, fixed term or "casual" employees.

As this is only a guide, it should not be used as a substitute for professional advice. Give us a call on **0800 72 97 97** and one of our knowledgeable consultants will be pleased to assist.

The Question

Provide an instance when is it lawful for a company to NOT provide KiwiSaver Contribution for an employee who is contributing to KiwiSaver?

A winner will be drawn by 29th May 2015 and will be notified through post/email and/or in our June 2015 Respondent publication.

We look forward to your submission and we wish you all the best for the competition.

CONGRATULATIONS!

We would like to take this opportunity to congratulate Bev Robinson from NZ Council for Educational Research who was our winner for the final competition in 2014.

"Just wanted to say a very big thank you for the Goodie Bag - absolutely perfect and much appreciated especially at this time of the year."
– Bev Robinson

Busy Little Bees...

We are committed to providing all of our valued customers with improved performance and functionality. Staying true to this commitment, below summarises the work that we have recently completed.

Reports:

- **Error When Gross Pay Variance Report Has Wrong Last Pay Period**
If an employee changed pay periods part way through the pay period and the report option of 'Include All Pay Packets for the Same Pay Period'; an error was thrown in the past, but has now been rectified.

Report Builder:

- **Attribute Fields Do Not Pick Up Values for Rev/Adj or Future Pay Packets**

Where these pay packets are present in the current run/date range, the values will be picked up.

Other Enhancements:

- **Reinstatement Wizard Needs 'Undo Termination' Option**

The 'Undo Termination' option is now an option on the first page of the Reinstatement Wizard instead of a sub menu in the Employee Ribbon.

- **Leave Summary Screen Report**

A 'Print' button is now available on the Leave Summary screen which will produce a one-page PDF report.

- **Highlight the Updated/Changed Rows After Pay Run Timesheet Saved**

New or changed rows in the timesheet/s will now be highlighted after the original saving to allow for easier checking.

- **Auto Pay Public Holidays on Termination**

This function will now be able to calculate Public Holidays for leave types in days.

Performance Improvements:

- **Pay Component Bucket Fields**

Performance enhancement made to make reports with Pay Component fields run faster.

- **DataPay 'Open Report' and 'New Report' Commands**

Improvements to performance have been made for both commands.

If you would like to find out more on any of the enhancements listed above, give us a call on **0800 72 97 97**, we will be happy to answer any questions you might have.

Too Many Passwords?

Employee Self-Service (ESS) is a great tool for enabling employees to enter their own leave requests and enabling managers to approve these; whilst having every leave request tracked back to DataPay. However we've had plenty of feedback from people who are tired of logging in every time they need to access ESS when they are already logged in securely to their workstation. We've now come up with a solution, ESS-SSO.

Employee Self-Service Single Sign-On (ESS-SSO) is a mechanism whereby a single action of user authentication allows the user to access ESS, where they have access permission through one set of login credentials.

With the ESS-SSO property, ESS will log you in automatically through the default Identity Provider Credentials. It eliminates the need to re-enter login credentials each time you wish to access the application.

ESS-SSO Advantages:

- Improves compliance through a centralised database.
- Helps enforce strong password and authentication policies.
- Eliminates credential re-authentication (*phishing*).
- Streamlines local and remote application and desktop workflow.

What do I need to do to get it?

Firstly, you must have an 'identity provider' such as security credentials of users within your organisation e.g. Active Directory which most organisation should already have. You will then need to exchange signing certificates and metadata files between your organisation and Datacom.

If you wish to minimise the number of times you have to go through the authentication and authorisation or would like to find out more about ESS-SSO, give us a call on **0800 72 97 97**.



We have a pay system just right for your business.



DATACOM Payroll

To get time back to work on your business, call:

0800 72 97 97

We'll discuss what will suit your needs - big or small.

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