



Grant Thornton's Pay eView

Taking a complete view of your payroll obligations
and solutions

Capability statement



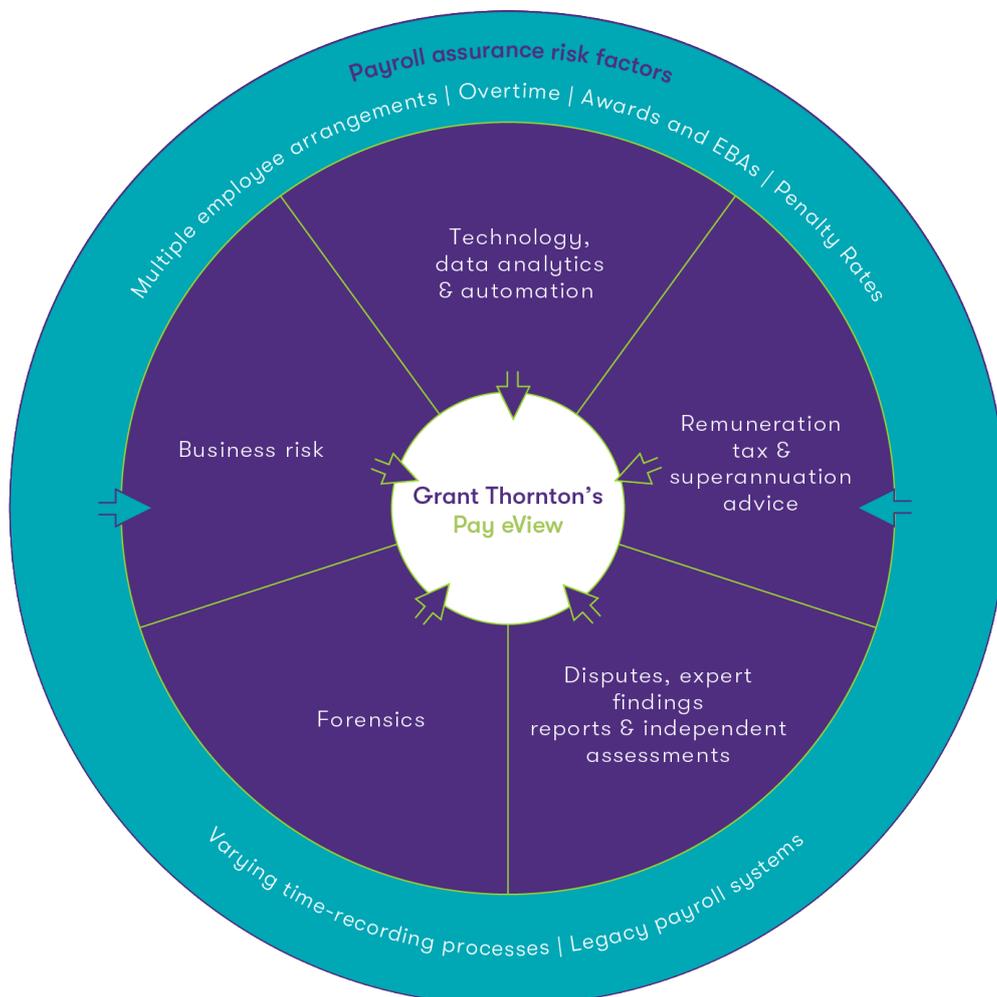
Payroll assurance

Many organisations are grappling with a myriad of employee agreements and obligations, resulting in a wide variety of payments to their people. In recent times, there has also been much media scrutiny around businesses not paying their people correctly. In 2019 alone we saw a major media outlet, a major airline, many retailers and restaurants, a Not-for-Profit, a Big 4 bank and a law firm with examples of underpaying some of their people.

In our experience, the causes of underpayment and incorrect payments of overtime wages and superannuation are not because of intentional behaviour, rather it is typically a case of complex awards and EBAs, the lack of routine payroll data validation and failed processes unable to spot red flags.

The Fair Work Ombudsman is now cracking down on employers who have not taken due care in how they pay their employees. The Federal government is also attempting to encourage a proactive approach to spotting superannuation shortfalls through a proposed amnesty that would waive much of the penalty that would otherwise apply.

In order to pay your people correctly, maintain your reputation and minimise Government penalties, businesses must proactively assess and test their application of their industrial relations obligations. Grant Thornton helps mitigate your risk and provides the level of assurance you need to meet your employee obligations now and into the future.



Pay eView

Our review and recalculation process



Developed solution to mitigate risk

Grant Thornton brings together a collaborative approach from a team of experts to ensure our clients have a comprehensive end-to-end assessment of their payroll process and employer payment obligations. We draw on our core skill sets, advanced technologies, and relationships with employment law firms to cover all your requirements and develop fit-for-purpose reviews of your industrial relations obligations.

Using our comprehensive Pay eView tool, our team applies a lens to your unique and full set of remuneration processes and obligations to identify issues and, importantly, root causes of potential discrepancies. We then assist with updating processes for future payments, recalculate correct past and develop remediation processes where required.

All bases covered when it comes to your payroll reviews and risk mitigation:

- Tax and superannuation advice for statutory requirements
- Technology for data analytics and automation tools and systems for accuracy and efficiency
- Forensics for spotting exposure points and to manage the full set of pay obligations
- Business risk for compliance and risk mitigation controls, processes and systems
- Disputes advice in the event of regulator litigation, class action or employee civil claims and preparation of expert findings reports and independent assessments

Contact us



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