

€ TRAINING

Payroll: Preparation, Analysis and
Management

A group of four smiling business professionals (two men and two women) in a meeting. They are wearing white shirts. The woman in the foreground is wearing a black top and a multi-strand necklace. The background is blurred, showing a modern office setting.

20 - 24 October 2019
Beirut (Lebanon)



Payroll: Preparation, Analysis and Management

REF: A9467 DATE: 20 - 24 October 2019 Venue: Beirut (Lebanon) - Fee: 2500 Euro

Overview:

Employee costs from payroll and other benefits are among the largest costs in any company other than the Cost of Goods Sold COGS, rent and depreciation. If you are in a goods producing organization and this cost is part of your COGS or part of your operating costs, it means the effect on you will be doubled. Having these costs processed and reported properly is key for analysis and decision making. This course starts with introductions about the departments of HR and 'accounting and finance' then focuses on the payroll function. The course goes through the process of preparing and calculating payroll and includes the controls needed and the pre-checks necessary to make sure correct data is used. The course enforces the knowledge of controls and proper processes in the work flow to achieve better efficiency in the department. Employee benefits and their effect on the corporation are discussed and we explain how to conduct analysis on payroll and benefits using Excel. In addition, the course highlights the topics of accounting, internal and external audit relations with HR and payroll, and the data that could be required by them. The course then stresses the need for confidentiality in the payroll department and the importance of sharing data with others on a need to know basis or as per corporate policies. The course ends with ways to prepare budgets for the department and payroll and benefit costs of the corporation.

Course Objectives:

By the end of the course, participants will be able to:

- Explain how the HR and accounting and finance functions contribute to their success.
- Prepare the monthly payroll and review it for accuracy.
- Calculate employee benefits, loans vacations and End of Service Benefits EOSB.
- Reconcile payroll with accounting and audit the supporting documents for payments.
- Develop monthly and annual payroll budgets.
- Design periodic payroll management reports and analysis.

Target Audience:

Payroll staff, payroll accountants, account assistants, payroll supervisors and managers, HR professionals and team members who handle payroll as well as employees interested in understanding and applying payroll best practices.

Target Competencies:

- Controlling employee costs.
- Preparing and producing payroll.
- Analyzing and reporting payroll.
- Reconciling payroll.
- Budgeting for payroll expenses.
- Budgeting for department expenses and needed assets.

Basic Contents:

Payroll: the important link between human resources and accounting:

- Introduction to the HR function.
- Introduction to accounting function.
- Introduction to finance function.
- Payroll as a link between HR and accounting and finance.
- Understanding the hiring process documentation.
- Managing payroll process for:
 - Contract professionals.
 - Full time employees.
 - Temporary help.
 - Outsourcing.

Preparing and calculating payroll :

- Looking for the right controls before starting.
- Determining the right calculation basis for payroll.
- Elements of risk leading to payroll mistakes.
- Managing increments and deductions.
- Payroll approvals.
- Preparing payroll schedules.

Employee loans and benefits:

- Access to employee benefits.
- Controlling access to loans.
- Reporting on loans status.
- Calculating end of service benefits for company and employees.
- Reporting on benefit plans.

Accounting and auditors roles in payroll process:

- Recording payroll expense and liabilities.
- Recording payroll and benefits costs to assets or inventory.
- Recording payroll related contributions and liabilities.
- Reconciling receivables from and payables to employees with payroll department.
- Reconciling liabilities with social security and other governmental agencies.
- Reconciling payments with bank accounts transactions.
- Introduction to internal audit and external audit.
- Auditing the payroll.

Payroll budgeting:

- Budgeting for payroll department expenses.
- Preparing the yearly budget for payroll and contributions for the company.
- Budgeting for employee loans and other benefits.



Reporting payroll and contributions:

- Determining contribution expense for individuals.
- Determining corporate contributions.
- Reporting results to the accounting department.
- Coordinating with accounting department regarding payment process and control.
- Reporting to ministry of labor.
- Reporting to social security authorities.
- Reporting to other regulatory agencies.