

Sister Payroll Associations Give Glimpse of Global Scene

By Sandra R. Sabo

“Applaud yourselves—you keep America paid!” With those words of encouragement, Lindsay Melvin, BSc, Chief Executive Officer of the Chartered Institute of Payroll Professionals (CIPP), took the stage during Wednesday’s Awards Luncheon to offer an overview of three challenges facing payroll professionals across the Atlantic.

Pensions led off Melvin’s list. “In the UK, within the next two years, every single employer will have to provide a pension for its employees,” he said. To meet that goal, Melvin added, “Payroll is the hub, and CIPP is the center of that hub.”

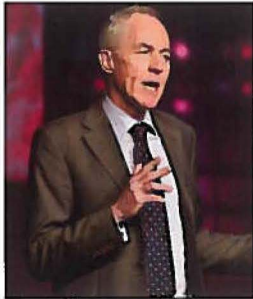
Second, Melvin described what he calls “the massive financial cancer” affecting both the UK and the United States—payday loans. Although eight U.S. states restrict such loans, the UK does not. Consequently, someone taking out a payday loan of \$165 could, in three years’ time, owe a gasp-inducing \$12 million on that loan. Melvin cited several surveys that show 91% of people who use payday loans have health issues. Equally troubling, he added, “25% of the people who have repaid the loans are hassled to take out another payday loan.”

To address this challenge, CIPP is working with 427 credit unions throughout the UK and helping employers educate their employees to consider repayment of credit union loans through payroll. Melvin invited audience members, especially those living in states that allow payday

loans, to email him with information and comments on this issue (email lindsay.melvin@cipp.org.uk).

Lastly, Melvin recapped several education efforts, especially those directed toward schoolchildren. CIPP, for example, recently developed a mobile app that explains how a paycheck is calculated.

“We all face similar challenges—to pay employees accurately and on time, to keep our organizations compliant with changing legislation, and to elevate the profile of the payroll profession,” observed the



Lindsay Melvin, BSc



Charmaine Marsden, CPM, CMA

next international speaker, Charmaine Marsden, CPM, CMA, Chairman of the Canadian Payroll Association. “The reality is, payroll administration is becoming more global. Payroll professionals with global experience are

relied on, more than ever, to help their employers remain current and compliant across borders.”

Marsden noted that a growing number of Canadian employers are recognizing payroll certification as a fundamental requirement for a payroll position.

“Payroll certification programs help raise the standards of compliance management,” Marsden said, adding that certification may also carry higher earning potential. The Hays 2014 Payroll Survey, for example, found that, on average, a certified payroll professional in Canada earns \$10,000 more annually than a non-certified payroll practitioner. “This is mostly attributable to recognition of the compliance responsibilities of certified professionals,” Marsden said.