

ROLE DESCRIPTION
October 2021

Title & Reporting Relationships

Position Title: Payroll Officer, Te Āpiha Rārangī Utu
Organisational Development Team, Chief Executive Group

Grade: SP 11- 12
**appointment will be made pending skills, experience and the organisational needs at the time*

Reports to: Payroll Supervisor

Purpose of the Group and the Position: **The Organisational Development Team** is made up of HR Service Delivery; Payroll; Health, Safety and Wellbeing; and Learning and Development. The team directly supports the Chief Executive by ensuring our organisation is well positioned with appropriately skilled and experienced staff capable of delivering consistent, effective, quality Council services consistent with the organisations values.

Working within the wider Organisational Development team, the Payroll Officer undertakes general payroll duties and assists the Payroll Supervisor in the preparation and processing of Council payrolls and related reporting requirements in accordance with organisational policy and financial audit and legislative requirements.

The role is a direct contact for staff payroll and leave queries and as such a strong customer focus is required. Given the nature of the payroll work undertaken, confidentiality is paramount and good judgement and discretion are required at all times.

Internal Customers: This role is responsible for establishing and maintaining effective, co-operative and professional working relationships with all stakeholders including:
Payroll Supervisor

- Organisational Development Manager
- Members of the wider Organisational Development team
- Finance staff
- Democracy Services team
- Digital Solutions team staff
- Managers and staff from across other teams within

- the Council
- Elected members and Committee Members

External Customers:

- Auditors
- Payroll Service Provider
- Superannuation Providers
- Inland Revenue
- Accident Compensation Corporation
- Work & Income
- Organisations associated with the Council for provision of Payroll services

KEY RESPONSIBILITIES AND OUTCOMES

In the current local government environment, the Council must be well positioned and supported to meet the current and future needs of communities for good quality local infrastructure, local public services and performance of regulatory functions in a way that is most cost-effective for businesses and households. The Council needs to be ready for, and respond appropriately to, changes in external operating environments (such as shifts in government policy), which in turn influence how we do things. The Council is working to be well-positioned not only to see what is coming but also to take opportunities to influence the shape of these externally driven changes.

Our behaviours demonstrate our commitment to build and maintain an organisation that is acknowledged and respected for being:

- Caring – we understand our customers’ needs, share information and work as a team;
- Dynamic – we bring a can-do attitude to make it happen; and
- Effective – we get it right and deliver consistent, value for money services.

Staff will be aware of political sensitivities, support equal employment opportunities, and demonstrate an understanding of the implications of the Treaty of Waitangi on the operations of a local authority.

Functional Key Results

Assist in the production, payment and recording of all payment of staff wages, salaries and allowances, including holiday, termination, back pays and pay increases, with appropriate deductions such as for the Ministry of Justice, union fees and superannuation.

Assist the Payroll Supervisor, as required, on all aspects of the payroll including but not exclusive to:

- Make monthly reconciliation and payment of all pay related deductions.
- Administer superannuation schemes, including monthly and annual reconciliations.
- Complete annual PAYE and ACC reconciliations.
- Administer and process ACC claims.
- Arrange payment of Elected Members’ remuneration.
- Maintain up-to-date staff records including: personal files, annual leave, sick leave, etc.
- Administer reporting as required by Managers and Finance
- Administer HR Kiosk queries as required

Legislative Compliance

- Keep up to date with legislation/amended legislative frameworks and be able to demonstrate the application of such changes (in work and or communicate them to others).

Project Management

- Effectively manage assigned projects to ensure on time and within budget, monitor and report regularly to manage risk and provide updates to key stakeholders.
- Ensure documentation is current, available as required and is prepared using Council standard templates/documentation.
- Ensure Council processes and procedures are complied with.

Customer Service

- Maintain a professional, courteous, and helpful attitude to all customers (internal and external) ensuring communication is accurate, succinct and in a manner which promotes customer service excellence and demonstrates organizational values.
- Maintain confidentiality at all times.

Teamwork

- Participate willingly and positively in the orientation, training and support of new staff in specific areas, providing coaching/buddy support as required.
- Provide a contribution to or participate in any projects and initiatives within the Group/organisation where required and the opportunity arises.
- Participate in initiatives and contribute suggestions as to improvements and/or efficiencies to enable ongoing quality improvement.
- Demonstrate a collaborative working style and participate as a member of the team undertaking all tasks maintaining positive working relationships with other staff members and internal and external customers.

Financial Management

- Ensure all financial activity is conducted in accord with current policy and procedures.
- Ensure you work within your financial delegation.

Monitoring and Reporting

- Review, monitor and report on activity or projects as required by the manager.
- Ensure any written reports are produced using Council standard templates and are provided within the required Peer Review timeframes.

Relationship Management

- Build and maintain effective professional working relationship with all key stakeholders.
- Build and maintain effective working relationships with other council staff members based on a collaborative, collegial and cooperative working style.

Information Management

- Take responsibility for ensuring Council information is stored with the appropriate accessibility in the designated systems, using processes and tools as described in the current Information Management Policy.

Personal Key Results

- Demonstrate commitment to organisational values through behaviour that is consistent with our caring, dynamic and effective approach to customer service.
- Establish and maintain effective and efficient working relationships with all stakeholders.
- Contribute collaboratively, positively and effectively to the operation of the team, the Group, and the organisation as a whole.
- Take responsibility for your own self development in order to enhance skills and knowledge applicable to current and future positions.
- Exhibit behavior which is consistent with the understanding of the Treaty of Waitangi and its application for the Council.

Health and Safety

All employees have a responsibility to work towards keeping a safe and healthy work environment by following all safe work methods, identifying work place risks and hazards and using appropriate safety equipment. This includes but is not exclusive to demonstration of the following:

- taking all reasonable steps to ensure your own safety at work, and that no action or inaction of yours while at work causes harm to any person or the environment;
- reporting any risks and/or hazards you become aware of in the workplace;
- observing all safety policies, procedures and precautions, including wearing and using the protective clothing and equipment;
- notifying your manager/Group Manager/H&S Advisor immediately if you have an accident/incident/near miss at work and completing the required forms within 24 hours;
- notifying your manager/Group Manager/H&S Advisor within 24 hours of filing any ACC claim for a work related accident or gradual process injury, and provide your manager/Group Manager/H&S Advisor with copies of relevant medical information specific to your claim; and
- complying with all policies and procedures that are in place.

At the discretion of the Council, as part of a rehabilitation programme, you may be required to return to work to undertake such alternative duties as are available and are as reasonably within your capability and level of fitness as determined in consultation with a registered medical practitioner.

Essential Skills, Knowledge and Experience

- Demonstrated experience working with CHRIS21 payroll system and/or iCHRIS.
- Demonstrated good keyboard skills, software literacy and numeracy skills.
- Basic understanding of accounting procedures and practices.
- Demonstrated ability for exercising discretion and appreciation of importance of information security and confidentiality
- Excellent interpersonal skills with a demonstrated commitment to customer service and willingness to and capability for working with a wide range of people within and outside the organization.
- Effective time management skills and ability to work effectively without supervision and collaboratively as an effective team member.
- Ability and willingness to learn new systems and processes.
- Attention to detail and ability to work to deadlines.
- Holder of a current and valid NZ Drivers' licence

OTHER INFORMATION

From time to time, the position holder may be required to perform other duties in conjunction with the role and which are reasonably within their experience and capabilities.

Civil Defence Duties

All staff of Kāpiti Coast District Council may be required to undertake Civil Defence duties in the event of an emergency. (Training will be given as appropriate.)

The Council likewise recognises the staff member's need to ensure their family's needs are adequately catered for.

Performance Review

Performance in this position will be assessed in terms of an agreed performance plan.