



Human Capital Risk and Compliance KPMG ThinkPay



Australia has one of the most complicated workplace relations frameworks in the world, comprised of multiple layers of regulation in the form of legislated standards, awards and enterprise agreements. What makes it even more challenging is that it is constantly changing.

High profile cases of wage underpayments and overpayments have exemplified brand and reputational damage, civil liability and the introduction of criminal offences. Businesses are being prompted to ask:



**Are we sure we are
paying correctly?**

Wage compliance and integrity affects all industries – there is no one sector that is immune.

Whether you are embarking on a review of your payroll or working through a wage or compliance matter, KPMG is ready to assist you to achieve your payroll outcome. We have a proven track record of partnering successfully with clients to identify, remediate and prevent payroll risk.

KPMG ThinkPay is an integrated team that has been assembled to provide you with an end-to-end service across payroll risk and time-critical wage compliance issues.

By drawing on our subject matter experts, KPMG is uniquely positioned to help you navigate the complexities of your payroll environment.

Why is it so important to 'think pay'?



Your people: Getting pay right is the responsible and fair thing to do.



Your reputation: Getting it wrong creates risk of brand and reputational damage.



Your culture: Being proactive will help you build a risk culture that promotes looking for issues and addressing the root cause before they are uncovered by a third party.



Your exposure: There is a risk of civil and criminal liabilities for company officers and individuals for not addressing this risk.



Your risk profile: Getting it wrong can result in greater regulator scrutiny, including heightened risk of enforcement.

Working with you

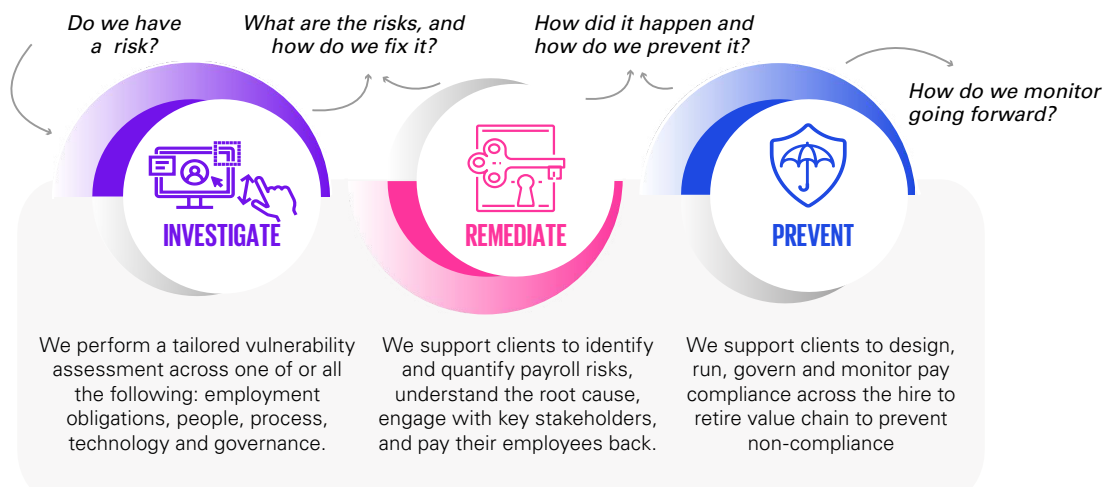
KPMG ThinkPay is a multidisciplinary team bringing together practical experience and deep expertise across risk assurance, industrial relations compliance, payroll operations and data analytics to provide an end-to-end service across all human capital risk and compliance services.

Central to our approach is the delivery of practical solutions and services to help clients identify and address people and payroll vulnerabilities in their business, investigate and quantify any risk of non-compliance (including underpayment) and provide guidance on the remediation or transformation steps that may be required to design, run, govern, and implement effective enhancements for a hire to retire employment value chain for proactive management of existing and emerging payroll risks.

Our multidisciplinary team means you have the right capability in one place, ensuring the right people are available when you need it.

Because your people matter

How we can help



Human Capital Risk and Compliance Services – KPMG ThinkPay

Industry experience

We have supported clients across a wide range of sectors including:

- ✓ Financial services, banking and insurance
- ✓ Consumer goods and retail
- ✓ Government and public sector
- ✓ Education and higher education providers
- ✓ Health, aged care and community services
- ✓ Infrastructure
- ✓ Power and utilities
- ✓ Agriculture
- ✓ Mining

Contact us



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