

## **Payroll and Monthly SARS returns: SHORT ANSWER LIST/EXPLAIN QUESTIONS**

### **1. List the common pay period systems**

- *Weekly*
- *Bi-weekly*
- *Monthly*
- *Bi-monthly/Forth nightly*
- *Yearly*

### **2. List key elements that are necessary for successful wage negotiations**

- *Don't attempt to lead wage negotiations until you have properly developed the skills necessary for successful negotiations*
- *Invest substantial time and effort in thorough preparation*
- *Decide on your goals*
- *Gather and analyse the necessary data to discern how it will help you to achieve your goals*
- *Devise a strategy that will get you what you want while still reaching a settlement acceptable to your employees*
- *Ensure you have agreed on strike rules and have a strike contingency plan in place well before wage negotiation time*
- *Ensure in advance you have the right people on your team and you have all the resources you need.*
- *Don't make a concession without getting one in return*
- *Keep things calm, rational, impersonal, cordial and focused at all times*
- *When you reach a deadlock don't hesitate to call in an experienced mediator*

### **3. 1 Write a short paragraph on how maternity leave works, making sure that you include when an employee is entitled to take this leave as well as how long the leave is for.**

- *An employee is entitled to four consecutive months' maternity leave which may start:*
  - *At any time from four weeks before the expected date of birth, unless otherwise agreed*
  - *When it is necessary, as certified by a medical practitioner or midwife, in the interest of the employee's health or the health of the unborn baby*
- *An employee may not work for six weeks after the birth of the child unless a doctor or midwife has certified that she is fit to do so*
- *There is no obligation placed on an employer to pay a woman while she is on maternity leave*
- *The woman is entitled to claim a maternity benefit in terms of the Unemployment Insurance Act, but only if the employer does not compensate the woman during her period of maternity leave*

### **3.2 Explain the general rule for working during lunch (meal intervals)**

- *An employer must give an employee who works continuously for more than 5 hours a meal interval of at least one continuous hour*
- *During a meal interval, the employee may be required or permitted to perform only duties that cannot be performed by another employee*
- *An employee must be remunerated:*
  - *For a meal interval in which the employee is required to work or is required to be available for work*
  - *For any portion of a meal interval that is in excess of 75 minutes, unless the employee lives on the premises at which the workplace is situated.*

### **4. Name five types of benefits provided by the Unemployment Insurance Fund (UIF).**

# Payroll And Monthly Sars Returns Answers

**C. Janse Maritz, Andrew  
Hibling, Institute of Certified  
Bookkeepers (South Africa)**



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**Payroll and Monthly SARS Returns**, 2014 *Payroll and Monthly SARS Returns* C. Janse Maritz, 2019 **Payroll and monthly SARS returns** C. Janse Maritz, 2016 **Payroll and Monthly SARS Returns**, 2014 *Payroll and Monthly SARS Returns* C. Janse Maritz, 2008 **Junior Bookkeeper Payroll and Monthly SARS Returns** C. Janse Maritz, Andrew Hibling, Institute of Certified Bookkeepers (South Africa), 2012\* **Noseweek**, 2005 **Data Mining for Intelligence, Fraud & Criminal Detection** Christopher Westphal, 2008-12-22 In 2004 the Government Accountability Office provided a report detailing approximately 200 government based data mining projects While there is comfort in knowing that there are many effective systems that comfort isn't worth much unless we can determine that these systems are being effectively and responsibly employed Written by one of the most **Junior Bookkeeper Payroll and Monthly SARS Returns** C. Janse Maritz, Andrew Hibling, 2012\* **Junior Bookkeeper Payroll and Monthly SARS Returns** C. Janse Maritz, Andrew Hibling, Institute of Certified Bookkeepers (South Africa), 2012\* *Junior Bookkeeper Payroll and Monthly SARS Returns* C. Janse Maritz, Andrew Hibling, 2012\* **Junior Bookkeeper Payroll and Monthly SARS Returns** Marc Allen, Institute of Certified Bookkeepers (South Africa), 2010\* **Intermediate Accounting** Thomas R. Dyckman, Roland E. Dukes, Charles Joseph Davis, 1995 **Payroll Answer Book 2010e** Ernst Young, 2010-04-28 Payroll Answer Book gives payroll professionals guidance on what steps they need to take to comply with the laws and regulations governing payroll From both a legal and practical standpoint broad and deep coverage is given to the payroll implications of the wage and hour law and how to handle the federal employment taxation of benefits offered to employees Detailed information is provided on computing and paying payroll taxes how to handle garnishments and other deductions how to determine whether workers are employees or independent contractors what records must be kept what the benefits and disadvantages of direct deposit of employees wages are how to treat sick pay how to handle a merger or acquisition or what to ask when employees work abroad In addition to answering the full range of payroll questions the Payroll Answer Book contains abundant examples that illustrate necessary calculations The 2009 Edition of Payroll Answer Book brings the payroll professional up to date on the latest federal law and regulatory changes Highlights include How the American Recovery and Reinvestment Act of 2009 the stimulus package affects Payroll for 2009 Planning opportunities in a merger and acquisition situation to avoid costly pitfalls and to take advantage of favorable elections where allowed Explanation of new Form 941 X How to report and pay state unemployment taxes Enhanced explanation of how an expatriate differs from a local hire New chart summarizing the period for which state income tax withholding records must be kept Suggestions to keep unemployment taxes in check How to make interest free adjustments A new section on state disability insurance plans The single most important payroll task once an M A event has been announced Tips on how to deal with PEOs for international workers How Payroll should treat a demerger spin off and spin out New alternative to opt out of filing a Form 944 The risk in asking to see an employee's Social Security

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**Questions & Answers - Special Payroll Tax** Oregon. Employment Department, 1994

**Payroll Answer Book** Gregory E. Matthews, Glynn S. Becker, 1995-12-31 Now you can eliminate the time and effort you ordinarily spend consulting multiple sources for specific information by keeping this one straightforward guidebook close at hand In an effective question and answer format PAYROLL ANSWER BOOK covers the ins and outs of Employee status Wages and benefits Wage and Hour Law Garnishments Disability and Unemployment Tax withholding Reporting as well as other important issues such as the Immigration Reform and Control Act Fair Labor Standards Act and compensation and taxation of expatriates and resident aliens You get candid and clear cut advice from an author who understands your concerns and tailors his coverage to best meet your needs Payroll managers administrators bookkeepers human resource professionals and accounting managers as well as labor lawyers and tax attorneys will find all their questions answered in the PAYROLL ANSWER BOOK

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## Unveiling the Power of Verbal Beauty: An Psychological Sojourn through **Payroll And Monthly Sars Returns Answers**

In a global inundated with screens and the cacophony of quick interaction, the profound energy and mental resonance of verbal artistry frequently diminish in to obscurity, eclipsed by the regular barrage of noise and distractions. However, situated within the lyrical pages of **Payroll And Monthly Sars Returns Answers**, a interesting perform of literary splendor that impulses with fresh thoughts, lies an unforgettable journey waiting to be embarked upon. Written by a virtuoso wordsmith, this magical opus courses visitors on a psychological odyssey, softly exposing the latent potential and profound impact stuck within the delicate web of language. Within the heart-wrenching expanse of the evocative evaluation, we can embark upon an introspective exploration of the book is central themes, dissect their interesting writing style, and immerse ourselves in the indelible impact it leaves upon the depths of readers souls.

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