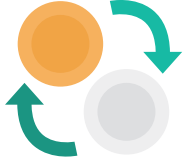
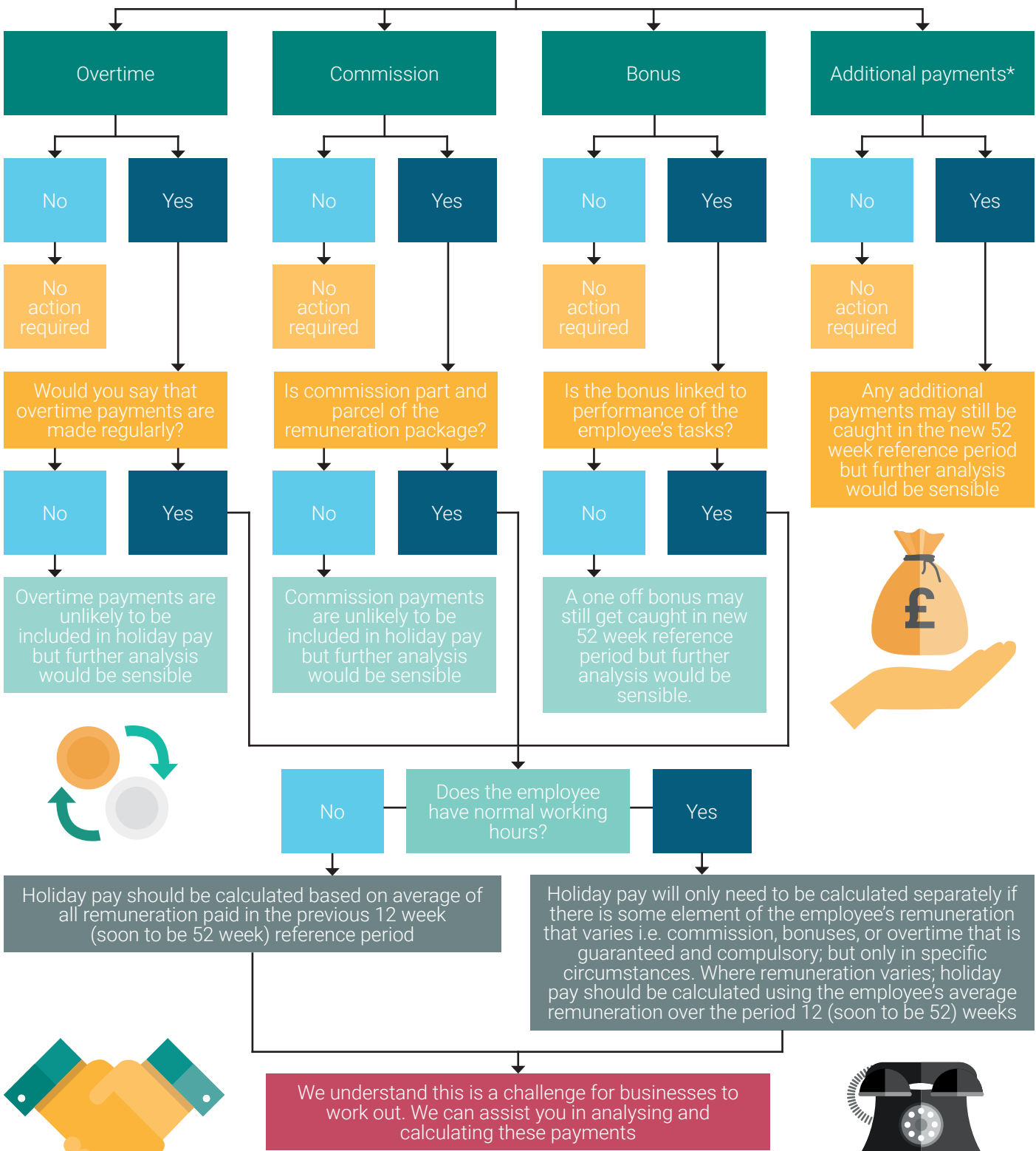




Are your employees paid one or more of the following?



We understand this is a challenge for businesses to work out. We can assist you in analysing and calculating these payments

* Additional payments may include:
 1) Payments that relate to seniority, length of service or professional qualifications
 2) Shift allowances that premiums (additional rates for working particular shifts, for example "time and a half")
 3) Standby payments and payments for emergency call-out duties
 4) Travel and other allowances that are treated as taxable remuneration