

UK & IRELAND SAP USER GROUP MEMBERSHIP HELPS SODEXO HEAD OF PAYROLL TO COLLABORATE WITH PEERS AND NAVIGATE REGULATORY COMPLIANCE

Val Metcalfe, Head of Payroll for quality of life service provider [Sodexo](#), first took an interest in the UK & Ireland SAP User Group in 2010, after Sodexo implemented SAP Payroll. Following the implementation, Val saw great value in garnering advice and support from other SAP users to ensure her organisation was best utilising SAP Payroll and ensuring regulatory compliance. Since then, Val has become an active and engaged member of the SAP User Group community, collaborating with like-minded payroll professionals. Val is now Chair of the User Group's Payroll SIG

TRAVERSING A COMPLEX REGULATORY LANDSCAPE

"In payroll, there is a complex set of regulations that need to be navigated. When you're responsible for more than 35,000 employees, it's vital that regulations are followed rigorously," explained Val.

"By becoming a member of the User Group, I was able to meet other payroll professionals who shared invaluable tips on upcoming regulation changes, which were a great help when the new tax year approached," Val continued.

SHAPING THE REGULATIONS OF TOMORROW WITH SAP

In 2013, the HMRC PAYE (Pay As You Earn) system, used for tax collection from employee earnings, was updated so employers had to provide Real Time Information (RTI) throughout the tax year. This was seen as the most significant change to payroll in 60 years.

"When major changes to PAYE were announced, I was so glad I had the support of the User Group. Membership gave me the chance to enrol Sodexo into a government trial scheme with SAP ahead of the final regulations being published. This gave us the opportunity to work directly with SAP and HMRC to shape these new regulatory changes, flag any issues as they arose and receive support when needed without the risk of non-compliance."

"By working together with SAP on this pilot scheme I felt my voice was heard. I built up strong relationships and key contacts at the organisation that have proven themselves invaluable since, as I had direct access to SAP experts when I needed advice. For the consulting benefits alone, the User Group membership has been exceptional value for money."



BUILDING A PAYROLL COMMUNITY

As a regular contributor to the User Group community, Val was approached to become a volunteer in 2015. Val gladly accepted and quickly began work to bring even greater value for payroll members, taking charge of the immensely popular Payroll SIG as its Chair.

“As Chair of the Payroll SIG, I’ve worked closely with SAP to drive greater engagement across the User Group, encouraging users to speak up and driving informal Q&As to ensure people have a chance to voice their concerns. Ultimately, to make sure everyone comes away from the event with at least one or two nuggets of advice they hadn’t heard before.”

100% of Payroll SIG attendees have said the event provides good value for money and is worth the time out of the office.

“Personally, volunteering for the User Group has strengthened my existing relationships built as a member and given me increased leverage with SAP to influence them based on what I’m hearing in the community.” For Val, the benefits haven’t stopped there; “the position of Chair has also raised my personal profile inside and outside of my organisation, presenting me with new openings, external contacts and opportunities to promote the Sodexo brand.”

To learn more about becoming a volunteer please visit www.sapusers.org or call +44 (0)1642 309 930

