

## Workshop Program - 2025

Thursday, 9 October 2025	
08:30 – 09:30	Registration
09:30 – 09:50	Workshop announcements: Peet du Plessis
09:50 – 10:00	Welcome by the chairperson of the RAEI Management Committee, Ms Kaylin Hollenbach,
<b>Session 1: Workshop</b> 10:00 – 11:00	<i>Taxation &amp; Statutory update workshop</i> <b>Facilitator:</b> Dumisa Sihawu, Head of Global Employer Services, BDO Tax Services <b>Note:</b> Registrants are invited to submit their tax and related questions to reach the administrator at least one week before the workshop to collate in order that the facilitator can prepare for specific questions to include in this workshop
<b>11:00 – 11:20</b>	<b>Refreshments</b>
<b>Session 2: Workshop</b> 11:20 – 12:15	<i>Taxation &amp; Statutory update workshop - continued</i>
<b>Session 3: Paper</b> 12:15 - 13:00	<b>Topic:</b> <i>Employee remuneration within the framework of Equal Pay for Work of Equal Value in South Africa: Higher Education Insights.</i> <b>Presenter:</b> Dr Loshni Govender, Executive Director: HR, University of Mpumalanga
<b>13:00 – 14:00</b>	<b>Lunch</b>
<b>Session 4: Break-away groups</b> 14:00 – 15:10	<b>Topics:</b> ( <b>Note:</b> RAEI Members are invited to submit additional topics for this session or propose speakers that can be invited to talk on these topics) <b>Group A:</b> Facilitators: Ajai Ramji, NMU and Kaylin Hollenbach, UWC Topics: <ul style="list-style-type: none"> <li>• Post-doctoral fellows and how to determine their taxation on remuneration</li> <li>• Roll-backs and corrections after IRP 5's were issued – What is best practice?</li> </ul> <b>Group B:</b> Facilitators: Dr Queen Ambe, UWC and Peet du Plessis. Topics: <ul style="list-style-type: none"> <li>• Recruitment for HEI's academic and administrative vacancies – by external agencies or by internal HCM department?</li> <li>• The principles and management of overtime and the best practices to be applied – submitted by NMU</li> </ul>
<b>15:10 – 15:30</b>	<b>Refreshments</b>
<b>Session 4 (continued):</b> 15:30 – 16:00	Feedback from the break-away group discussions
<b>Session 5: Team building</b> 16:00 – 16:50	Teamwork Fun Event – “ <b>Let's play Hockneyball</b> ” – Delegates from various institutions are allocated to teams for this event to promote interaction between colleagues of other institutions, and to win the prizes.  <b>Rules for the Team Competition</b> will be made available to the teams at the commencement of the workshop. The Team allocations / name lists will be displayed on the entrance doors of the conference hall. <b>Referees:</b> RAEI Man Com members
19:00 – 23:00	Informal fun dinner & dance at the Ocean Breeze Hotel with our DeeJay Leon  <b>Theme: “Wear the colours of your favourite sports team or sport hero”</b> Dress code: Informal, but the outfit that you wear could win you a prize 😊 (Wearing the sports colours is not compulsory)

### Administered by:

Peet du Plessis – Sole Proprietorship

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<div>    </div> <p>Adjudication panel for prizes: Ms Kaylin Hollenbach and Mr Ajai Ramji</p> <p>Program:</p> <p>19:00: Guests to be taking up their seats – no tables or seats are reserved. You are free to sit where you like.</p> <p>19:00 – 19:30: Prize-giving for the winning teams of the “hockney ball”. There will also be a few fun prizes as well.</p> <p>19:30 – 20:30: Buffet dinner</p> <p>After dinner: Dancing with Dee Jay Leon till late (+-23:00).</p> <p><b>Note:</b> There will be several bottles of wine and fruit juices on the tables. Should you wish to have anything else to drink, there is a <b>full cash bar</b> available. (No own liquor is allowed).</p>	
<b>Friday, 10 October 2025</b>	
Breakfast and hotel check-outs 07:30 – 08:45	Delegates are given the opportunity to check-out at the hotel reception after breakfast as their normal check-out time is at 10:00
08:45 – 08:55	<b>Lucky draw</b> R1 000 Woolworths voucher! <b>You must be present to win this lucrative prize!</b>
Supplier presentation 08:55 – 09:15	<b>Momentum Group.</b> Presentation by Carlene Vollenhoven, Key Account Manager.
<b>Session 6: Presentation</b> 09:15 – 10:10	<b>Topic:</b> SARS to present on the AA88 “Garnishee” Instructions and on the new E@syFile Program which was rolled out, as well as applicable updates to eFiling functions. <b>Presenter:</b> Mr Eugene Joubert, SARS.
<b>Session 7: Presentation</b> 10:10 – 11:00	<b>Topic:</b> Department of Labour to present an update on UIF compliance and the latest uFiling requirements. <b>Presenter:</b> Mr Buntu Nobebe, UIF Division <b>Topic:</b> Department of Labour will provide clarity on the matter of what is regarded as COIDA earnings as per the published Government Gazette, No. 52558 of 25 April 2025. <b>Presenter:</b> Mr Hlanganisa Dalasile, DoL: COIDA Division
<b>11:00 – 11:20</b>	<b>Refreshments</b>
<b>Session 8: Paper</b> 11:20 – 12:05	<b>Topic:</b> <i>AI (Artificial Intelligence) and how it can be incorporated into HR and Payroll processes.</i> <b>Presenter:</b> Mr Ajai Ramji, Deputy Director: Payroll, NMU
<b>Session 9: AGM</b> 12:10 – 13:00	18 <sup>th</sup> Annual General Meeting of RAEI Chairperson: Ms Kaylin Hollenbach, UWC  The agenda and previous minutes will be published on the conference webpage at: <a href="https://www.raei.co.za/2025-workshop/">https://www.raei.co.za/2025-workshop/</a>
13:00 – 13:10	Evaluation and <b>lucky draw</b> – R1 000 Woolworths voucher! <b>You must be present to win this lucrative prize!</b>
<b>13:10 – 14:15</b>	<b>Lunch and goodbyes</b>