

Dear RAEI Workshop Delegate

It is our pleasure to welcome you to the annual Workshop of RAEI and the 16th AGM here at the East London International Convention Centre situated in the Eastern Cape city also known as Buffalo City. With a wide view of the sea just across the street from the EL-ICC, we trust that you will enjoy the fresh air and this part of the coastline.

Once again, the support for this event just reiterates the need for this best practice forum, with 85 delegates that pre-registered and representing 20 higher education institutions in South Africa and one from Namibia.

This workshop is again about gaining knowledge, networking, and application of best practices at your institution. We hope that you will find that this year's workshop program addresses topics that provide a balance of areas applicable to both the payroll function as well as the remuneration and HR management functions. A sincere thank you to all our presenters and facilitators as indicated in the program. Please note that all conferencing documents are uploaded on the RAEI website at <https://www.raei.co.za/2023-workshop-agm/workshop/>. This is done in the interests of hygiene and to be eco-friendly.

The interactive format will again focus on active participation by the delegates. The tax update workshop this year will be conducted by Mr Dumisa Sihawu, Head of Global Employer Services, BDO Tax Services. We would like to thank BDO for getting involved with RAEI and hope that it will be a long and fruitful engagement. To find out more about the services that BDO can render to HEI's, you are welcome to visit their website at <https://www.bdo.co.za/en-za/home>

We have also invited the Consolidated Employers Organisation (CEO) to deliver a presentation on a rather pressing challenge regarding the employment of foreign nationals. This presentation will be done by Mr Carl Ranger, Head of Training, Consolidated Employers Organisation of SA. To find out more about this organisation and the role they play in SA, please visit their website at <https://ceosa.org.za/>

As was the case at previous RAEI Workshops, we again have the most appreciated inputs from our friends at SARS. Our sincere thanks to them for always being prepared to present further insights on relevant tax matters at this annual event.

Every delegate is encouraged to participate during the two-day program, and wherever it is possible, and time allows, the facilitator will give opportunities for questions and comments. However, please also remember that we have a pre-determined schedule that should be kept to, as most delegates have planned their attendance according to this schedule, and the venue staff also needs to be considered in terms of their services.

If you have a problem with your accommodation, please take it up directly with your hotel's staff or your other place of stay. We are unfortunately not responsible for that part of the workshop.

The catering here at the EL-ICC is of a high standard, but if you have a problem with the food, please discuss it with the catering staff – the workshop facilitator is not responsible for the catering and what is presented on the buffet menus.

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We trust that you will find the workshop and the networking opportunities very fruitful and the social part of the conference most enjoyable.

Once again, a warm welcome!!

RAEI Management Committee