

Dear RAEI Delegate

It is our pleasure to welcome you to the annual Workshop of RAEI and the 15th AGM here at the Roodevalley Lodge north of the city of Tshwane next to the Roodeplaat Dam.

It has been a long time indeed since the previous RAEI Workshop and AGM that was held in October 2019 at the King George Hotel in George. The reason for two years without an event was of course the Covid-19 pandemic that struck the world in early 2020. This pandemic and subsequent lockdown levels of limitations affected each and every one of us in some or other way. Many of us have sadly lost family members and relatives, and we saw how many of our friends and family lost their jobs and were struggling to make ends meet. Our hearts go out to everyone that suffered during the last two years. However, we believe that our work life is returning to the way it was before Covid-19.

The fact that the pandemic had such an immense effect on the way we used to work before the lock down, and how institutions had to adjust with staff working from home, have on-line meetings, still rendering the level of service to staff and students as before, and many other aspects, there are various sessions included in this workshop program that will discuss the impact of these measures.

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. Due to the long gap since the last Workshop, we thought it will be valuable to get updates on statutory changes that were made during this time.

The interactive format will again focus on active participation by the delegates. The tax update workshop this year will again be conducted by Ms Beatrie Gouws, Head of Stakeholder Management and Strategic Development, SA Institute for Tax Professionals.

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 the Hotel's staff or your other place of stay. We are unfortunately not responsible for that part of the workshop.

The catering by this 3-star hotel 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.

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

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