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Course Name

# Advanced Payroll Management and Controls: Ensuring Accuracy, Compliance & Strategic Insights

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Sector Name

HR Strategy and Training

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## Advanced Payroll Management and Controls: Ensuring Accuracy, Compliance & Strategic Insights

### Course Introduction

Payroll today is far more than calculating salaries — it is a strategic, compliance-critical function that demands precision, transparency, and strong governance.

This **5-day** advanced course is designed to equip payroll, HR, and finance professionals with the expertise needed to manage complex payroll structures, ensure compliance with legal frameworks, strengthen internal controls, and integrate payroll data into broader financial and HR strategies.

Participants will gain in-depth knowledge of payroll processes, advanced calculations, statutory compliance, internal control frameworks, and reporting tools. The course blends theory with practice through case studies, group exercises, simulations, and real-world payroll challenges. By the end, participants will be able to elevate payroll into a secure, accurate, auditable, and value-adding function for their organizations.

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## Advanced Payroll Management and Controls: Ensuring Accuracy, Compliance & Strategic Insights

### Target Audience

- ✓ Payroll Managers and Senior Payroll Specialists
- ✓ HR Directors and Professionals managing payroll operations
- ✓ Finance Controllers and Payroll Accountants
- ✓ Compliance and Internal Audit professionals
- ✓ ERP/Payroll software and HRIS professionals
- ✓ Consultants and advisors in payroll and workforce management

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### Learning Objectives

- ✓ Map and optimize the entire payroll cycle with a focus on compliance and efficiency.
- ✓ Handle advanced payroll calculations, including complex allowances, deductions, and benefits.
- ✓ Design and enforce internal payroll controls to prevent fraud, error, and compliance failures.
- ✓ Integrate payroll with HR and finance systems, ensuring data accuracy and reconciliation.
- ✓ Develop and deliver strategic payroll reports and dashboards for senior management.
- ✓ Prepare for and support payroll audits effectively.
- ✓ Understand compliance requirements in the UAE / GCC and anticipate global payroll trends.

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### Course Outline

#### ✓ DAY 01

##### **Payroll Architecture & Risk Landscape**

- ✓ Payroll's strategic role in modern organizations
- ✓ Payroll models: in-house, hybrid, outsourcing
- ✓ Mapping the payroll life cycle end-to-end
- ✓ Payroll risks: fraud, ghost employees, manual overrides, errors
- ✓ Control frameworks: COSO and internal control principles

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### Course Outline

#### ✓ Day 02

##### **Advanced Payroll Components & Calculations**

- ✓ Complex payroll elements: overtime, shift premiums, allowances, incentives
- ✓ Retroactive adjustments and reconciliations
- ✓ Leave, absence, accruals, and encashment calculations
- ✓ Deductions: loans, garnishments, penalties
- ✓ Benefits, retirement contributions, and insurance integration
- ✓ Taxes and social security (local & cross-border considerations)

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### Course Outline

#### ✓ Day 03

##### **Controls, Segregation & Audit Points**

- ✓ Internal controls in payroll (preventive, detective, corrective)
- ✓ Segregation of duties and access rights management
- ✓ Payroll exception reporting and red flag monitoring
- ✓ Payroll audit checklist and audit sampling techniques

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### Course Outline

#### ✓ Day 04

##### **Integration, Reconciliation & Reporting**

- ✓ Payroll to finance integration: journals, accruals, reconciliation
- ✓ Payroll to HR systems: master data integrity, hire/exit processes
- ✓ Data governance, privacy, and payroll security
- ✓ Payroll reporting & analytics: variance analysis, trend reporting
- ✓ Payroll KPIs and dashboards for management decision-making

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### Course Outline

#### ✓ Day 05

##### **Compliance, Emerging Trends & Wrap-Up**

- ✓ Key payroll compliance requirements.
- ✓ Emerging payroll trends: automation, AI, cloud systems, outsourcing
- ✓ Payroll as a strategic partner in HR & Finance
- ✓ Action planning: taking payroll excellence forward in your organization

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## Advanced Payroll Management and Controls: Ensuring Accuracy, Compliance & Strategic Insights

### Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Aug. 30, 2026	Sept. 3, 2026	5 days	4250.00 \$	KSA , Riyadh
Dec. 14, 2026	Dec. 18, 2026	5 days	4250.00 \$	UAE , Abu Dhabi
March 15, 2027	March 19, 2027	5 days	5950.00 \$	USA , Texas
April 6, 2026	April 10, 2026	5 days	4250.00 \$	UAE , Dubai

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