

SUMMARY OF THE CONSTITUTION OF THE PAGSA

The full name of the PAGSA is the "***Payroll Authors Group of South Africa***", an association not for profit, and formed in terms of section 30B of the Income Tax Act, No. 58 of 1962.

The purpose of the PAGSA is to represent the payroll industry in discussions with statutory bodies that deal with employment and tax related matters, and to provide a full range of services to PAGSA members.

There are two categories of membership.

1. Full membership is for companies that develop payroll systems, and for those that install, customise or support computerised payroll systems on a commercial basis.
2. Associate membership allows companies, close corporations and individuals that are not payroll developers or suppliers to join the PAGSA, and to benefit from the PAGSA's communications and their interaction with the statutory organisations.

The PAGSA is run by a Management Committee (MANCO) and an elected Executive Committee (EXCO).

The MANCO consists of between 3 and 5 persons, currently being Rob Cooper, Rob Nowicki, Rhona van Taak, and Beatrie Gouws who take management and fiduciary responsibility for the PAGSA. EXCO members are elected by vote at the Annual General Meeting

The Annual General Meetings must be held within six months of the end of each financial year (January to December). Each PAGSA payroll member company has one vote at the AGM, and ASSOCIATE members do not have voting rights.

The PAGSA must comply with section 30B of the Income Tax Act, which *inter alia* provides that no excessive remuneration will be paid to any office bearer.

Any amendments to the constitution must be submitted to the SARS Commissioner for approval.