

Jeshna Sagun

Director in Sydney

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Jeshna is a Payroll expert with over 14 years of experience working across a variety of sectors in operational and strategic payroll roles.

Jeshna helps employers gain confidence in their payroll function by assisting them to navigate their industrial relations landscape, understand key risks in their payroll operations and optimise their delivery.

Prior to joining McGrathNicol, Jeshna worked across various sectors, including not for profit, financial services, mining and healthcare, managing and processing complex end-to-end payroll. In 2016, Jeshna joined a 'Big 4' firm where she was instrumental in building the remediation practice and leading widescale pay remediation programs for top ASX listed companies.

Jeshna has experience in HR and payroll transformation and was responsible for a global implementation of Workday, supporting 15 APAC countries and reporting to a project team based in the US, India and China.

Engagement Experience —

- Reviewing existing payroll operating models, including people, processes and systems and providing recommendations to improve and optimise the payroll function.
- Quantifying employee entitlements and wage underpayments for a large mining and construction group for the purpose of Enterprise Agreement negotiations.
- Performing high level reviews of wage entitlements and payroll compliance for the purpose of due diligence for deals and non-deals transactions.
- Acting as an independent consultant on large wage underpayment matters, building a calculation engine to recalculate employee entitlements compared to entitlements paid based on the relevant industrial instruments.
- Conducting better off overall test (BOOT) for clients based on the existing Award configured within the system against the applicable Award based on the work performed by employees.
- Facilitate a tender process to replace an existing payroll software including shortlisting vendors based on a market scan and project management of the successful vendor's system implementation for a large school.



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