

Jeshna Sagun

Director in Sydney

+61 2 9248 9910 / +61 409 042 411

jsagun@mcgrathnicol.com



Jeshna is a payroll expert with more than 18 years' experience advising organisations across a range of sectors in both operational and strategic roles.

She works closely with employers to optimise and transform payroll across the employee lifecycle, helping minimise compliance risk and improve productivity. Jeshna also advises corporates and private equity firms on buy-side and sell-side payroll due diligence, as well as post-deal integration advice in mergers and acquisitions.

Prior to joining McGrathNicol, Jeshna led complex end-to-end payroll operations and large-scale wage remediation programs for large ASX-listed and private companies, and not-for-profit enterprises. In 2016, Jeshna joined a 'Big 4' firm where she was instrumental in building and scaling its remediation practice.

Jeshna has deep experience in HR and payroll transformation, including a global implementation of Workday across 15 APAC countries, delivered in collaboration with project teams based in the United States, 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 to support Enterprise Agreement negotiations.
- Performing high level reviews of wage entitlements and payroll compliance for the purpose of due diligence.
- Acting as an independent consultant on complex wage underpayment matters, including designing calculation engines to recalculate employee entitlements against applicable industrial instruments.
- Conducting Better Off Overall Test (BOOT) assessments identifying gaps between system-configured awards and actual work performed.
- Leading payroll system selection and implementation, including managing tender processes, vendor evaluation, and delivery through to implementation.



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