



S U C C E S S S T O R Y

Ensuring payroll compliance for an organisation with 3500+ employees

Project Background

This organisation was using Oracle PeopleSoft and a payroll calculator to manage and pay 3500+ employees. They needed to replace the calculator, which was no longer supported, so they required an automated payroll calculation process that would integrate with the PeopleSoft system. It was also important to ensure that sensitive employee information was adequately secured when moving between systems.

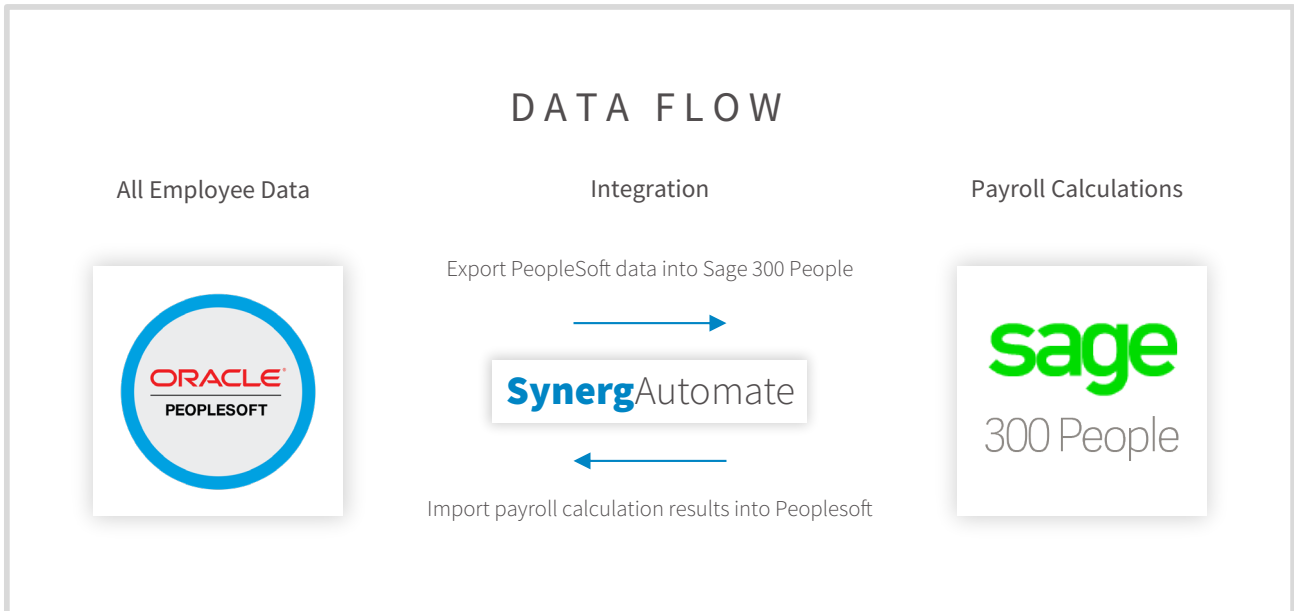
Payroll Challenges for a Large Organisation

To pay 3500+ employees every month and remain compliant with tax regulations requires many calculations to be done with each payroll run. To illustrate, 3500 employees and 200 tax codes result in 700 000 calculations each month.

Company Size
3500+ Employees

Location
South Africa

Solutions
**Sage 300 People
SynergAutomate**



Solution Design for HR

SynergERP implemented SynergAutomate and Sage 300 People to provide a fully integrated HR & Payroll solution.

The integration services provided by SynergAutomate facilitate the transfer of master data and transactional data between Oracle PeopleSoft and Sage 300 People. The transfer of data between the applications is done through an authentication process to ensure controlled access.

Sage's HR solution, Sage 300 People, is used to complete the payroll calculation steps in line with country tax regulations. (Sage 300 People offers country-specific statutory reports for over 13 African countries.)

The following tasks are completed in Sage 300 People:

- Payroll calculations using predefined rules
- Data exports required by third parties e.g., IRP5s extracted and loaded to SARS
- Specific reports required for HR & Payroll

Benefits for the Organisation

- The automated payroll calculation process is seamless and requires limited human intervention
- HR & payroll records are kept up to date and the company remains compliant with regulations
- The system creates all the relevant payroll, tax and UIF reports as well as custom reports specific to the client's requirements
- Processes are secured through standard authentication and authorisation procedures and data is encrypted for further protection.

The Success of the Project

Even though this client required complex calculations and integrations to manage their HR & Payroll, at the end of the project their employees were self-sufficient and comfortable with the new system. SynergERP's project team ensured a skills transfer had taken place and automation had simplified the month-end tasks for the HR & Payroll team.

sage 300 People

Below is a summary of functionality in the Sage 300 People HR & Payroll solutions

Sage 300 People – Payroll Module

- Create unlimited companies, hierarchical levels, employees, pay period configurations, and pay runs.
- Receive all the latest statutory updates to ensure you're always compliant.
- A full history of every period is stored separately and can be recalled at any time.
- Extract reports for a single company or consolidated reports for multiple companies.
- Offers precise security to field level and the use of MS Active Directory for user authentication.

Sage 300 People – Web Self Service

- Empower your employees to update their personal data through self-service.
- Employees that do not have access to a computer can use the mobile application functionality for most of the features.
- Employees can apply for leave, manage claims, complete performance reviews and apply for training.
- Managers can submit a job requisition, approve expenses and leave, manage performance reviews and print reports.

Sage 300 People – HR Module

- Employees and managers have access to real-time information from multiple locations.
- Provides a strong reporting interface that can email copies directly from the application and/or export to various formats.
- A flexible performance management setup lets you define performance agreements and competencies per position.

