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AP | AFRICAN PAYROLL & HR | fusion the apps people

African Payroll

African Payroll & HR offers local or expatriate multi-country, multicurrency and multi-language payroll solutions for 40 African Countries.

African Payroll & HR Software provides customers with a 100% cloudbased Payroll and Human Capital Management System with built-in, up-to-date, country-specific legislation and compliance.

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Global Access to Data

Whether payroll is being processed from a central location, local offices or completely outsourced, our payroll software is accessible to all types of users who have internet access and a browser, via any device. If the local offices are processing the payroll, head office will have complete transparency and report capability via direct access to the system. Payroll processing at head office level also allows local users to draw reports for review purposes, and print pay slips for distribution directly from AFRICAN Payroll.

Easy to Use

African Payroll and HR software greatly simplifies the input of all data via either manual capture, workflows or bulk uploads using standard Excel spreadsheets or by interfacing directly to a client's HRIS or ERP platform using our powerful web services.

Robust Reporting

Using a single platform greatly simplifies reporting through AFRICAN PAYROLL. Extensive General Ledger extracts for all leading foremost and local accounting systems are available. A host of standard, real time reports covering Payroll, HR, Costing or Legislation are accessible in various formats. AFRICAN PAYROLL also offer a powerful cloud analytics (Business Intelligence) tool that provides users with a flexible toolset to analyse data quickly and easily.

African Tax Compliance

Through our extensive network, AFRICAN PAYROLL ensures local tax compliance and accuracy for any payroll including tax calculations, required in each of the 40 countries. We understand and adhere to all necessary monthly and tax year end processes and ensure all components of compensation are automatically included in the Payroll & HR System. The AFRICAN PAYROLL software also provides country specific legislative reports for submission purposes.

Why Africa Payroll & HR?

100% Cloud-Based Payroll HR
Software & Services

ISO 27001 Certified
GDPR Compliant

Multi-Country, Multi-Currency,
Multi-Language Solution

Expatriate Management &
International Compliance

Automatic Legislative &
Feature Updates

Employee & Manager Self
Service on Any Device
Leave

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Why Africa Payroll & HR?

Advanced HR Modules
Performance Management
Recruitment
Visual OrgCharts

Cloud Analytics
Business Intelligence
Dashboards

Intelligent Workflows and Guidance
No Back-Up Processes Required
Seamless Edition Migration

Anywhere, Any-Time & Any Device Access

API Integration

Pay-As-You-Go Payments
No Annual License Fees
Save on Infrastructure

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Three editions to choose from

Lite

Designed to offer easy basic payroll but with all the legislative and software features required to run a complete payroll process. Lite will ensure you meet and maintain compliant records and manage staff effectively. Pay staff, track leave, record skills, training and disciplinary records and be able to submit accurate information to the relevant legislative authorities with no fuss or expertise required. Easy to set up and start using for any size of company in any industry.

Premier

power-packed version for any size organisation that wish to have a fully integrated Human CapitalManagement System consisting of payroll, HR, Manager Self Service (MSS) and Employee Self Service (ESS).

Premier offers multi-currency, multi-country payroll solutions with built in local compliance for across 40 African countries. It provides Self Service options as standard within the software allowing employees to access their personal, work and benefits data online as and when they need it.

Built-in HR functionally includes advanced leave administration with basic:
- Workflow approval
- Employee equity (RSA)
- Costing
- Organisation structures
- Position management
- Document attachments

Advanced modules can be added to the Premier version including Recruitment, Performance Management, Workforce Planning and Cloud Analytics.

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Master

Master enables a secure, agile, compliant cloud platform to meet your current and future payroll and people management operation needs. It delivers a robust set of best-in-class human resources functionality, designed to support more than just the basics, including:

- Self Service
- Advanced Workflow
- Consolidated Reporting
- Recruitment
- Talent
- Performance
- Training Management

Master offers local compliance as well as built in standard delivered expatriate functionality. The advanced features provides automated multicountry, multi-currency salary and tax processing in both the home and the host country at a click of a button.
Automated and instant single or multi component gross up functionality is also available, catering for complex tax equalisation scenarios.

The standard reporting module produces country specific company and employee legislative reports in the required formats and includes generic expatriate tax certificates for home tax filing. Cloud Analytics is our Business Intelligence tool that compliments the standard reports with access to dashboards for trends and statistical analysis.

The robust workflow module allows you to select between a centralised and/or decentralised data input method with multiple client defined workflow approval levels. The result is online, real-time access to information by staff, administrators or executives in various locations for tracking and better decision making.

Standard Features available

	LITE	PREMIER	MASTER
True cloud single instance multi-tenant	●	●	●
Comprehensive Payroll	●	●	●
Comprehensive HR	●	●	●
Country Specific Tax Legislation for 40 Countries	●	●	●
Access on any device	●	●	●
Proactive run-free payroll	●	●	●
Mock Payslip Facility	●	●	●
Unlimited interim payslip runs	●	●	●
Post bulk entries for multiple employees	●	●	●
Comprehensive Leave Administration	●	●	●
On-boarding / Termination Notifications	●	●	●
Security Roles	●	●	●
Standard Payroll & HR Reports	●	●	●
Country Specific Statutory Reports	●	●	●
Localisation e.g. RSA Employment Equity	●	●	●
Auto medical scheme rate updates (SA only)	●	●	●
Training & Skills Management	●	●	●
Advanced General Ledger	●	●	●
Organisation Structures - 1 Level	●	●	●
Position Management - Basic	●	●	●
Robust Configuration Options	●	●	●

Additional Features available (on Premier & Master)

	PREMIER	MASTER
Organisation Structures - Multilevel	●	●
Position Management - Advanced	●	●
Employee Self Service	●	●
Basic Workflow	●	●
Attachments	●	●
Asset Register	●	●
Employee Notes & Reminders	●	●
Advanced Costing	●	●
Multi-Language	●	●
API Integration (Web Services)	●	●
Third party payment files	●	●
Expense Claims - 1 Level	●	●
Expense Claims - Multilevel		●
Employee Request		●
Client Defined Dynamic Fields		●
Automated Expatriate Management		●
Multi-Currency		●
Multi-currency payment file options		●
Automated Tax Equalisation		●
Advanced Workflow functionality		●
Consolidated reporting		●
Incident Management		●
Action Types		●

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Self-Service

Self Service is a revolutionary web-based tool to help you run your business faster and more efficiently.

With many organisations going 'green', Self Service provides the perfect paperless solution, saving you money as well as time.

Employee and manager self-service functionality allows users to apply, capture, view, authorise and initiate tasks with workflow approvals. Items include but are not limited to leave applications, leave balances, payslips, various claims, change requests and training.
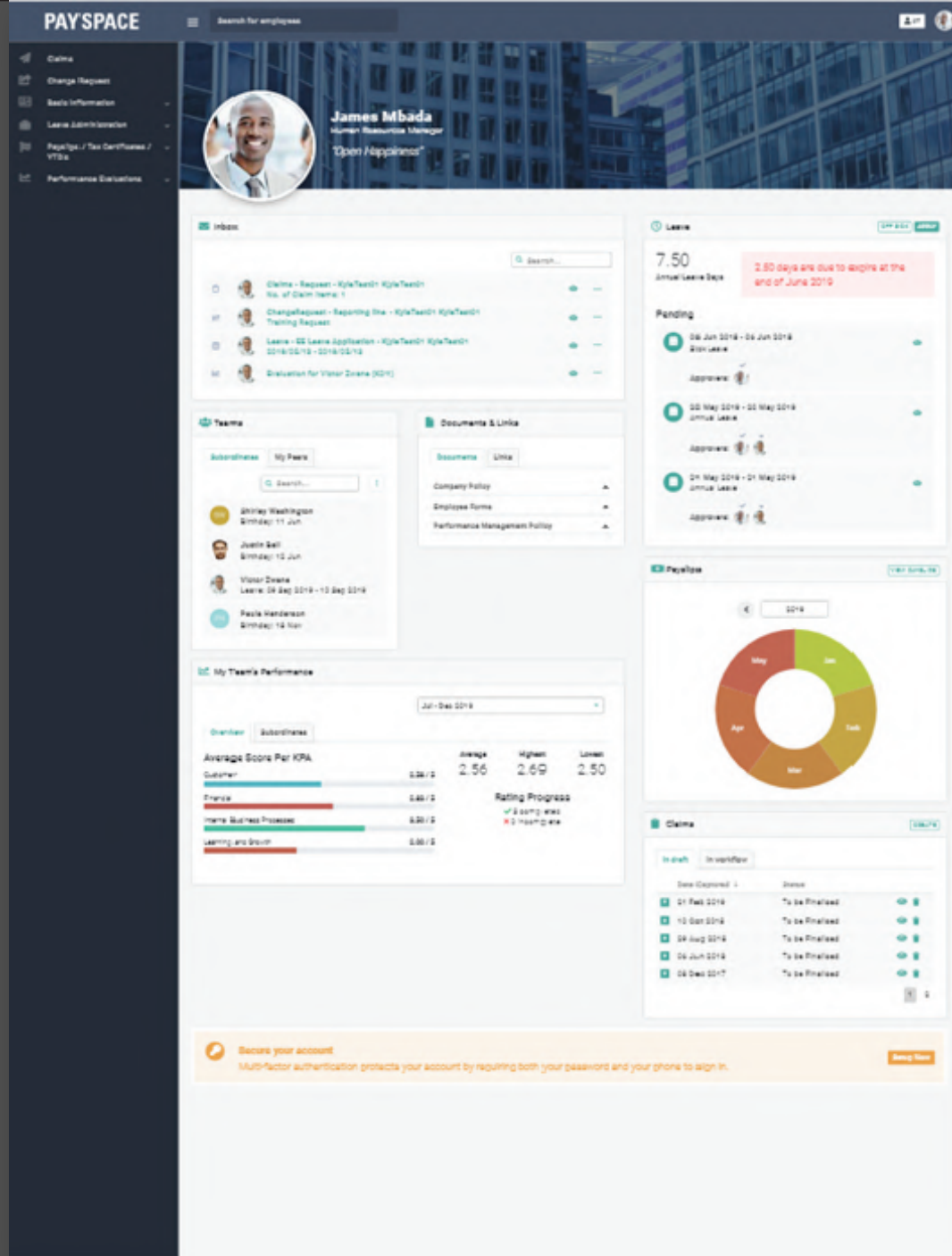
Key Features

- Branded Login Experience
- Multi-language Delivery
- Visual Dashboard
- Access To Company Documents
- Scale To Any Device

- Employee Directory
- Interactive Calendars
- Smart Leave Applications
- YTD Tax Drill Down
- Leave, Claim & Payslip Management
- Manager Act On Behalf Of Your Employees

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Recruitment

Best-In-Class Recruitment software, powered by Breezy HR, a leading cloud-based recruitment solution. This end-to-end recruitment platform is designed to optimize your recruiting process and support your entire team. Attract and hire great employees in less time and less effort with this user-friendly, feature-rich software.

Key Features

- Visualize your pipeline with drag & drop management.
- Screen & assess candidates quickly and easily
- Team Collaboration
- Quality candidates from multiple job boards e.g. Indeed, Glassdoor and JopRapido
- Email, SMS, & Scheduling
- Put your brand & culture first with beautifully customizable career & employee referral sites.
- Reporting & Analytics: Make better, more informed hiring decisions with actionable insights.
- Any devices access

Cloud Analytics

Cloud Analytics is a self-service business intelligence (BI) platform that allows users to interact with their people data to generate insight in ways you never imagined possible.

Users have access to intuitive dashboards that allow them to slice and dice data based on any field in the system and the results are instant. Invite work colleagues to participate in interactive sessions and show them in real-time how to gain insights from relevant data. Packaged reports are critical in everyday Payroll and HR business scenarios as well as complying with legislative requirements in some countries.

Cloud Analytics does not replace these reports but rather provides users with a dynamic toolset that consolidates all data into a single, meaningful and accessible platform.
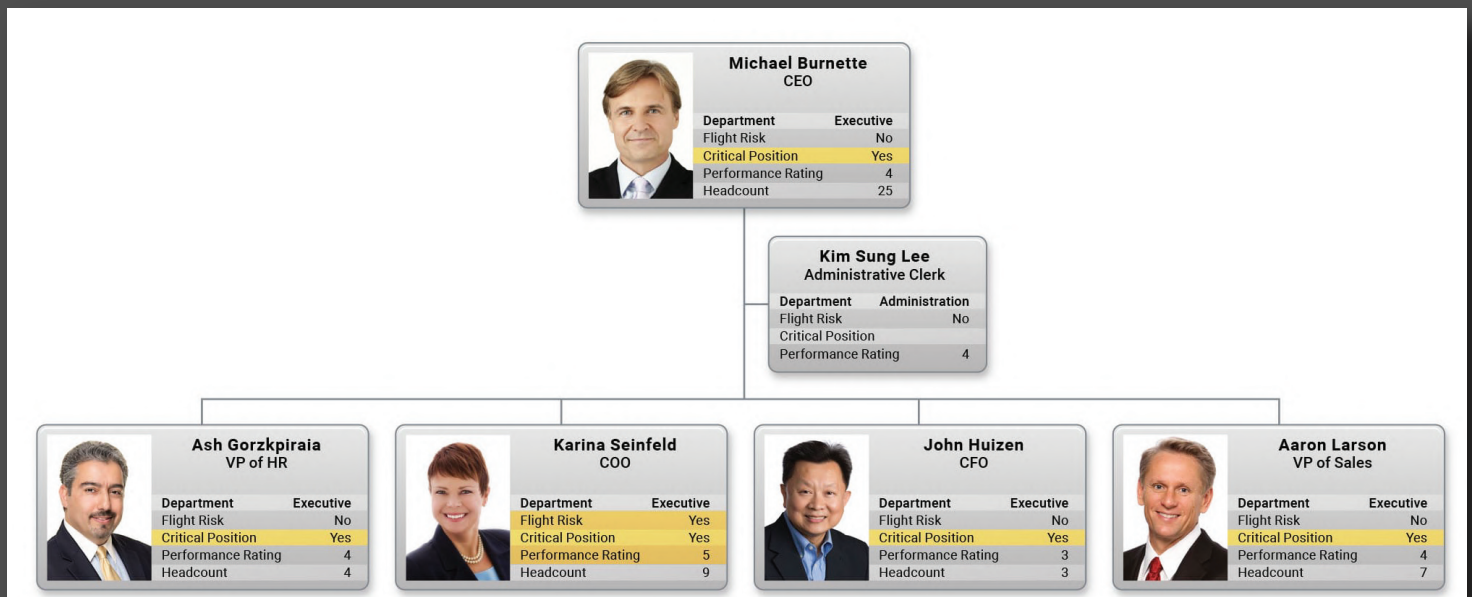
Key Features

⦾   Interpret workforce data and transform it into useful information
⦾   Analyse key workforce measures and their inter-relationships to gain insight into a range of common Payroll & HR issues
⦾   Consolidate multiple legal entities and pay frequencies
⦾   Analyse payroll figures across multiple countries in a single currency
⦾   Build evidence-based business cases for HR & Payroll initiatives
⦾   Identify trends, anomalies and hot-spots
⦾   Drill-down into data and extract the results directly to Microsoft Excel
⦾   Create your own charts and tables based on your unique business requirements
⦾   Share dashboard objects with your colleagues
⦾   Search across all your data to get the big picture - just type any word or phrase, in any order, for instant, associative results that let you see new connections and relationships across your data

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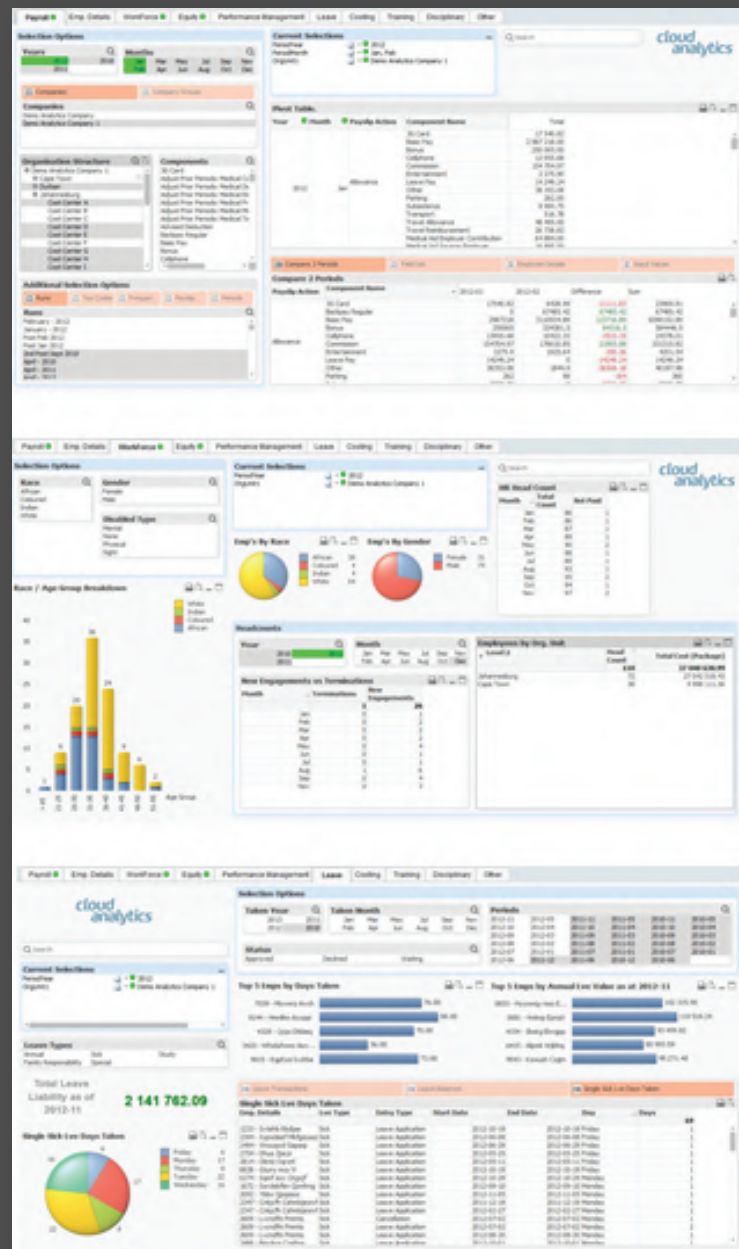
Org Chart

OrgChart helps you by giving you tools to quickly and easily create professional quality charts and perform in-depth workforce analysis. Instantly highlight vacancies or contract positions even if your chart contains thousands of boxes. The ROI is simple – you save staff time, gain valuable insights into your workforce, and better align your company to your goals. And because its web based, OrgChart makes sharing up-to-date charts with your colleagues almost effortless.
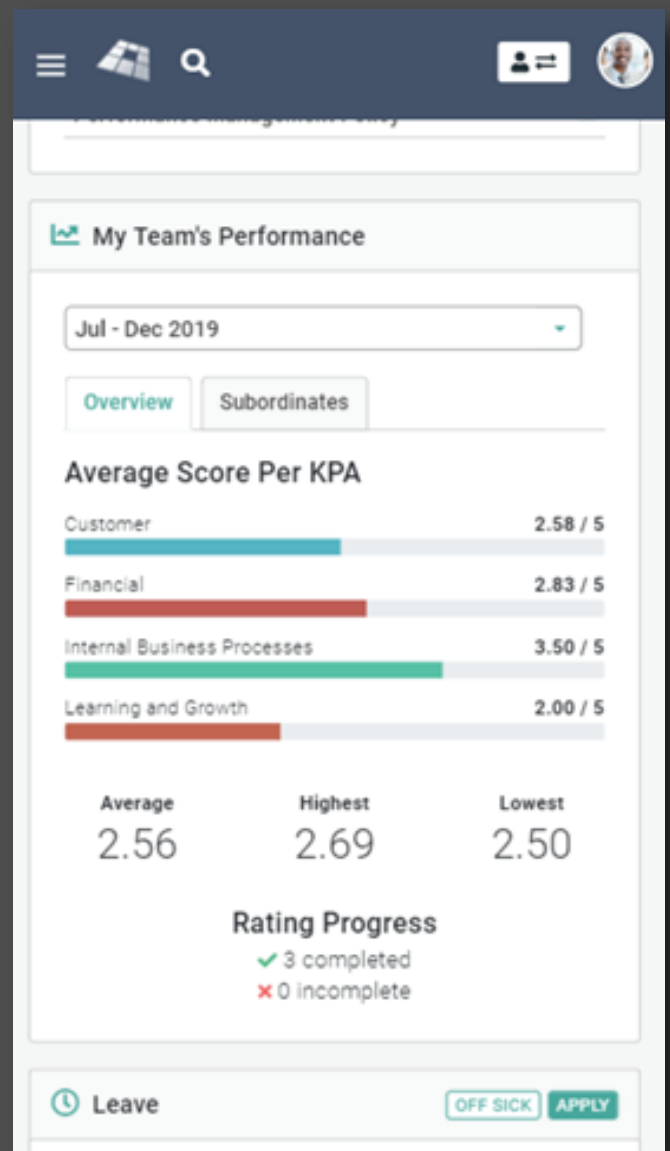

Key Features

- ⚙ View a comprehensive talent profile for any employee
- ⚙ Navigate and Explore Your Organization with easily "drill-down"
- ⚙ Use drag & drop tools to create scenarios.
- ⚙ Add Calculations such as headcounts and span of control.
- ⚙ Collaborate and Share
- ⚙ Access Charts Securely
- ⚙ Automatically refresh your chart with one click.
- ⚙ Publish to the web, PDF or PowerPoint
- ⚙ Nothing to install – no plugins required
- ⚙ Add Workforce Analytics to charts

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Performance Management

The online performance management module allows you to:

- Improve the quality and completion rates of your employee appraisals.
- Align employee goals and development activities to business priorities.
- Easily track and manage the entire appraisal workflow from your HR control center.
- Free up employees, managers and HR to spend more time on strategic activities.
- Conduct appraisals your way, using your process and employee appraisal forms.
- Reduce costs and improve employee engagement, retention and overall performance.

Key Features

- ○ Standard KPA templates per position, business unit, division, company etc.
- ○ Custom defined scale values, descriptions and explanations
- ○ Multiple process types to cater for monthly/quarterly/bi-annual and annual review
- ○ Custom defined succession planning questions and response types
- ○ Pre-defined templates and raters per employee, ensuring minimal administrative maintenance
- ○ Multiple rate types (manager/self/peers/other) with different weightings
- ○ Quick (30 seconds) process to kick off evaluation process
- ○ Ability to add secondary scale (for additional feedback to report on)
- ○ Individual based PDF reporting with detailed scores and comments per KPI
- ○ Company level reporting of scores, detailed KPI's, progress and more

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Workforce Planning

Accurately plan and analyse workforce headcounts and costs on real-time, trusted numbers due to our workforce planning module being directly integrated into our solution. Managers are able to provide insight to executive management based on different scenarios. Users are able to create vacant jobs for forecasting purposes and perform various what-if cost scenarios using our mock payslip which is directly linked to the payroll engine thereby ensuring accurate costs.

Business controls percentage increase values for cost components based on grades so as to ensure strategic financial alignment when it comes to increase time. Costing forecasts will automatically consider these increase percentages based on effective dates without management involvement.
Once executive management has "signed off" the forecasted headcount and costs for budget purposes, a snapshot of everything can be labelled and archived for future reporting and comparison purposes.
Pre-delivered reports provide insight into workforce composition and cost with the ability to analyse every detail and export to your accounting solution.

Key Features

- Minimize duplication, errors and omissions
- Eliminate unnecessary cycles
- Enforce standards and consistency across the process execution
- Estimate the impact of internal position changes on the financial budget
- Quantify and demonstrate the business value of new headcount
- Ensure anything that can go wrong is planned and mitigated by performing risk adjustment of budgets
- Align hiring with strategic direction of the organization
- Setup recruitment plans based on headcount forecasts
- Account for every job using a unique job number for each headcount
- Include external labour broker costs

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About

It is our goal to help you, our customer, reach your organisations goals for a sustainable, growing and profitable business.

We are motivated by our vision and ability to empower customers with software solutions that help you to grow, optimise your business and become leaders within your sector.

Our industry-savvy technical team are in touch with a range of diverse industries and work to anticipate the possibilities of potential problems and provide QUICK, EASY-to implement solutions to help you stay ahead of your competition.

"Fusion, the apps people work with our customers to gain deeper industry insights whilst they stay ahead of the curve, improve business productivity aligning processes and technology with their business goals"

We are proactive in our approach to driving profitable partnerships and business growth, whilst connecting people, technology and innovation.

Fusion, the apps people is a brand of SIS Global

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