



## Payroll Business & Payroll Lite Key Functionality Summarized

Payroll Business & Payroll Lite are cloud-based payroll solution designed for use within the South African market.

Description	Lite	Business
True Cloud Based - Access Payroll from anywhere, Always on the latest release, No installations of updates	✓	✓
Employee Monetary Values accessible from Employee screen	✓	✓
Industrial Councils - Mibfa	✓	✓
Ufiling	✓	✓
Option not to annualize tax for all or 1 employee	✓	✓
Annual Tax Variance Report	✓	✓
Shifts	✓	✓
Tax Summary Option where the system shows the Tax calculation	✓	✓
Display current Financial Period on each screen where it can be easily seen	✓	✓
Import of Employee Numbers	✓	✓
Maternity options	✓	✓
Multiple Loggins	✓	✓
Journal Integration -K8, IQ , Palladium	✓	✓
IRP5 Allocation Report	✓	✓
Employee record card	✓	✓
User Defined Reports	✓	✓
Industrial Councils - Furniture Calculations	✓	✓
COID Accidents	✓	✓
Calculations to x by leave weeks	✓	✓
Calculation types for example min and max	✓	✓
Extensive Audit Trail Reporting	✓	✓
Casual Wage Processing	✓	✓
Casual Wage Timesheet Import	✓	✓
Once off Earnings / Deductions for previous pay periods	✓	✓

Description	Lite	Business
Terminate / Rehire (Break in service)	✓	✓
Customizable Ledger Integration	✓	✓
BCEA Leave	✓	✓
Loans	✓	✓
Pausing of loan	✓	✓
Lump Sum Loan Repayment	✓	✓
Loan Granted / Repayment Dates	✓	✓
Loan Maximum % deduction	✓	✓
Additional Payments	✓	✓
Piece Work	✓	✓
Commission Imports	✓	✓
Capitec Business Bank Export	✓	✓
Bank Export Files	✓	✓
WCA/Coid company contribution calculation	✓	✓
What-if Calculator	✗	✗
User Security Access	✗	✗
Employee Transfer	✗	✗
Multiple Non-SA Tax tables	✗	✗
Multiple Time and attendance imports	✗	✓
Custom Fields	✗	✗
Multiple Claim Types on ESS	✗	✓
Managers to see employee's leave balances in ESS	✗	✓
Multiple Leave Types	✗	✓
Data Import - (xls,xlsx, csv, xml) Masterfiles,YTD Transactons, Time Sheets, Leave Details, Work Information	✓	✓
Future leave taken off the balance now or later	✗	✓
For casual workers 1 days leave for every 17 days work.	✗	✓
Industrial Councils - Furniture Reporting	✗	✓
Change Personal details from ESS	✗	✓
Uploading EASIFILE IRP5'S to ESS	✗	✓
Changing Run Date in the payroll	✗	✓
Rep Commission Import	✗	✓
Commission Only Employees	✗	✓
Employee SDL exclusions	✗	✓
Minimum Wage	✗	✓
Namibia Tax Tables	✗	✓
Multiple Directives	✗	✓
Employment Equity and EE2 & EE4 Reports	✗	✓
Bulk Change & Fast Edit Monetary Details	✗	✓

Description	Lite	Business
Bulk Change Personal Details	⊗	✓
Leave Entitlements	⊗	✓
Customised Job costing reports	⊗	⊗
Different Payslip layouts & Payslip Header Setup	⊗	⊗
Discover Medical Aid Tables	⊗	⊗
Cost to company Reporting	⊗	⊗
Multiple loans Setup and reporting	⊗	⊗
Job Linking	⊗	⊗
Job Costing	⊗	⊗
Individual Employee payslip messages	⊗	⊗
Client specific Development	⊗	⊗
Formula builder	⊗	⊗
Automatic Report Printing	⊗	⊗
Time & attendance interfaces	⊗	⊗

## HR FUNCTIONS

Employee Grievance	⊗	✓
Disciplinary log	⊗	✓
Employee Unions	⊗	⊗
Employee Training	⊗	✓
Skills Reports	⊗	⊗
Employee Promotions	⊗	✓
Reminders	⊗	⊗
Employee Hobbies	⊗	⊗
Employee Family	⊗	⊗
Employee Education	⊗	⊗
Employee Drivers License info	⊗	⊗
Employee Disputes	⊗	⊗
Employee Development Plan	⊗	⊗
Company Car	⊗	⊗
Employee Appraisals	⊗	⊗
Employee Beneficiaries	⊗	⊗