



- ✓ compliant
- ✓ secure
- ✓ reliable

Designed to **manage** and **control** all aspects of your Company's **payroll**.

KEY BENEFITS AND FEATURES

- **Real time** processing
- **Multiple payrolls** per database
- **Batch** editor
- **Reporting**
- **Tax** trace
- **SARS** - Electronic Submission
- **UIF** – Electronic Submission
- **Leave** module
- **Equity** reporting
- Electronic **payslips/ IRP5's**
- **Integrated Security** Module and Comprehensive **Audit reporting**
- **Costing** at employee level
- **Supplementary** data fields
- **Field level** audit trail



Scalable and customizable

- ✓ The system is able to be configured to accommodate complex payroll packaging as well as simple payslips.

Payslips can be configured to accommodate

- Complex 'packaged' Cost to Company payslips
- Simple 'wages' payslips – advising hours worked and payrate

The screenshot displays the 'Employee Masterfile' window for employee GF0000007. The 'Payslip' tab is active, showing a list of payroll actions with columns for Sequence, Action, Type, Value, LType, Link Value, and T/E. The 'Package_CashComp' row is highlighted. Summary statistics at the bottom show a total of 102,646.08 for 'Cost to company' and 0.00 for 'Banked pay'.

Sequence	Action	Type	Value	LType	Link Value	T/E
100	Pensionable Salary	Dummy	78,195.20	None	0.00	
200	Profit Share	Earning	0.00	None	0.00	
300	Ins Fringe Ben	Fringe bene	26.00	Employer C	26.00	
500	Leave Provision	Employer's	1,954.88	None	0.00	
500	Travel Reimb Tax	Earning	0.00	None	0.00	
600	Cell Reimb Tax	Earning	0.00	None	0.00	
600	Package MedAid	Employer's	5,369.00	None	0.00	
600	Managers Allowance	Earning	1,800.00	None	0.00	
700	Package PHI	Employer's	738.94	Dummy	738.94	
700	Package_Pension	Employer's	4,327.32	Deduction	3,909.76	
700	Package_Group_Life	Employer's	798.37	None	0.00	
900	Package_CashComp	Earning	86,510.37	None	0.00	
950	Vitality	Deduction	158.00	None	0.00	
1000	Normal Taxation	Deduction	29,760.41	None	0.00	
1010	Coida Prov	Employer's	43.99	None	0.00	
1060	UIF Calculation	Deduction	124.78	Employer C	124.78	
1090	SDL	Employer's	952.43	None	0.00	
4000	Bank Payment	Bank paym	0.00	None	0.00	

Summary statistics:

14,335.71	:add <---	88,310.37	----> less:	33,952.95
102,646.08	Cost to company	Trace? <input type="checkbox"/>	Current Net	54,357.42
Show Inactive <input type="checkbox"/>			BCEA Details	Banked pay
				0.00



Real time processing allows calculations to be performed during the input period

✓ Real time processing

Real time processing algorithm means that, at payroll run time there is, theoretically, nothing to calculate – i.e. Payroll run time is distributed over the input period.

The screenshot shows the 'Employee Masterfile' window for employee S.B. Dlamini (Employee number SAM0006). The interface includes tabs for Personal, Pay Rule, Payslip, Taxation, Payment, Leave, Notes, Costing, Future, Status, and Supp. The 'Common name' is S.B. Dlamini and the 'Employee status' is Live. The 'R.O.P.' is 16.7500, 'Per' is Hour, and 'Effective' date is 02/28/2005. The 'Use' dropdown is set to Payslip.

Sequence	Action	Type	Value	LType	Link Value	T/E
200	Regular Earnings	Earning	670.00	None	0.00	<input checked="" type="checkbox"/>
300	Overtime @ 2.0	Earning	83.75	None	0.00	<input checked="" type="checkbox"/>
300	Overtime @ 1.50	Earning	75.38	None	0.00	<input checked="" type="checkbox"/>
310	Extra Work Allow	Earning	29.31	None	0.00	<input type="checkbox"/>
600	Xmas Bonus	Earning	0.00	None	0.00	<input type="checkbox"/>
600	Annual Bonus	Earning	0.00	None	0.00	<input type="checkbox"/>
850	Leave Pay	Earning	0.00	None	0.00	<input type="checkbox"/>
850	Leave Pay Trad	Earning	0.00	None	0.00	<input type="checkbox"/>
850	Paid Public Hol.	Earning	0.00	None	0.00	<input type="checkbox"/>
900	Pension Fund	Deduction	50.25	Employer C	50.25	<input type="checkbox"/>
1000	Normal Taxation	Deduction	0.00	None	0.00	<input type="checkbox"/>
1010	Savings	Deduction	0.00	None	0.00	<input type="checkbox"/>
1010	Club Fees	Deduction	1.25	None	0.00	<input type="checkbox"/>
1060	UIF Calculation	Deduction	8.08	Employer C	8.08	<input type="checkbox"/>
1090	Training Levy	Employer's	8.08	None	0.00	<input type="checkbox"/>
5000	Reminders	Dummy	0.00	None	0.00	<input type="checkbox"/>
9998	Roundup	Earning	0.14	None	0.00	<input type="checkbox"/>

Summary values at the bottom of the window:

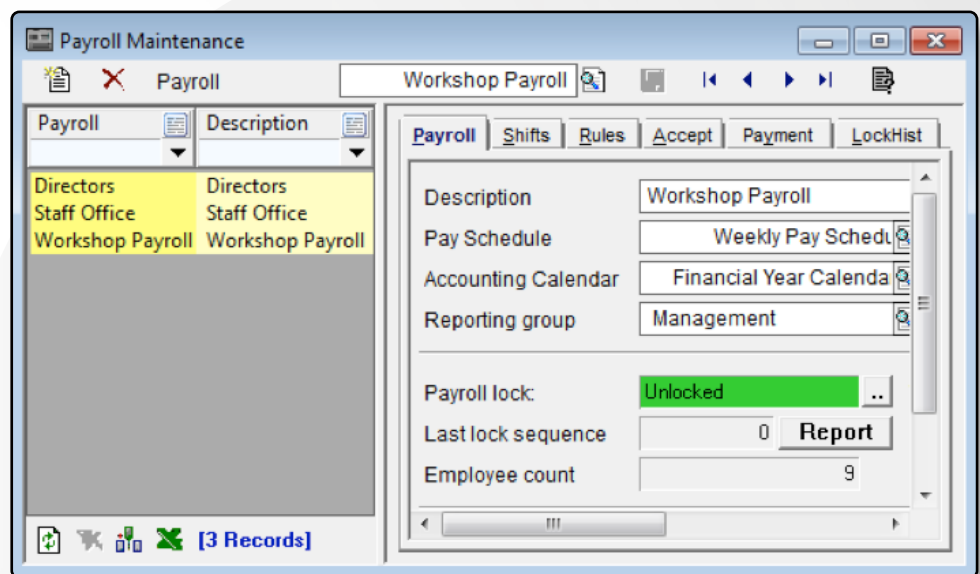
66.41	:add <---	858.58	----> less:	59.58
324.99	Cost to company	Trace? <input type="checkbox"/>	Current Net	799.00
Show Inactive <input type="checkbox"/>			BCEA Details	Banked pay
				0.00



Flexible processing

✓ Multiple payrolls per database

- The system supports multiple companies
- Within each company unlimited payrolls are possible, which may be of various frequencies and have varying pay dates
- Each specific payroll within each company may be processed and reported on separately
- Group processing allows consolidated reporting



Simple and efficient

✓ Batch Editor

- The utility is used extensively for capturing and processing variable data
- Data is processed and pre-balanced prior to updating the payroll
- The Batch Editor will retrieve a file created prior by an existing Time and Attendance system. Alternatively you can create your own file using Excel

Employee No	Regular Earnings	RDP	Night	RDP	Sunday	RDP	Overtime @ 1.5	RDP	Overtime @ 2.0	RDP	Common Name
SAM0003	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	B. Potter
SAM0005	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	E.A. Scott
SAM0008	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	J. Yorg
SAM0013	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	J. Tony
SAM0014	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	A. Kotte
SAM0025	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	Anderson J
SAM0028	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	Labuschagne M
SAM0030	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	Smith J
SAM0031	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	Green F
SAM0032	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	0.000	0.0000	Smith A



Flexible Reporting

Standards Reports

- Choose from an array of Standard Payroll Reports designed specifically for the Payroll Administrators

The International Payroll Corp				Date: 2013/1/9 13H08:40		Page: 1							
Payroll Analysis Report				Earnings		Deductions		Tax Deduction		Nett		Company Costs	
EmpNumber	CommonName	Action	Type	Quantity	Value	Value	Value	Value	Value	Value			
REPORT GROUP: Management													
PAYROLL: Casual Payroll													
Period From : 2011/2/26 Period To : 2011/3/31													
DIST.CODE: JHB													
PAYPOINT JHB													
SAM0020 Palezo F													
		Annual Bonus	Earning		690.00								
		Regular Earnings	Earning	40.00	690.00								
		Pension Fund	Deduction			51.75				51.75			
		UIF Calculation	Deduction			13.28				13.28			
		Training Levy	Company Cost							13.28			
Employee Sub Totals for : SAM0020				40.00	1,380.00	65.03	0.00		1,314.97	78.31			
TOTAL FOR PAYPOINT: JHB				40.00	1,380.00	65.03	0.00		1,314.97	78.31			
TOTAL FOR DIST.CODE: JHB				40.00	1,380.00	65.03	0.00		1,314.97	78.31			
DIST.CODE: PE													
PAYPOINT PE													
SAM0021 Sweeney J													
		Annual Bonus	Earning		630.00								
		Regular Earnings	Earning	40.00	630.00								
		Pension Fund	Deduction			47.25				47.25			

Industry standard queries

- Design your own reports using industry standard SQL queries

EmpNumber	CommonName	DateOfBirth	DateEmployed	DateTerminated	IdentityNo	ActionName	AmountThisPeriod	YTD Pension
1	SAM0001 R.R Black	1963/06/25	1998/03/01			Pension Fund	4875	29250
3	SAM0012 R. Brown	1960/01/10	1998/07/01		6003100034089	Pension Fund	2962.5	17775
4	SAM0017 Johnson P.A	1970/03/10	2003/08/01			Pension Fund	2925	17550
5	SAM0027 Van Der Walt J	1943/05/12	2004/06/01			Pension Fund	2287.5	13725
6	SAM0036 Walters S	1960/03/10	2009/11/01		6003100034089	Pension Fund	9375	56250
7	SAM0002 G.B Mdala	1960/03/10	1998/05/01	2012/09/30	6003100034089	Pension Fund	0	22500

Select your required fields from any masterfile, filter and sort the results before exporting to Excel.

Filter Column Selector	Payroll	Surname	Identity nu...	OtherDesc
<input checked="" type="checkbox"/> EmpNumber	Directors	Black		
<input checked="" type="checkbox"/> CommonName	Directors	Mdlala	600310 0034 08 9	
<input checked="" type="checkbox"/> Payroll	Staff Office	Potter	600310 0034 08 9	
<input checked="" type="checkbox"/> Surname	Directors	Trott	600310 0034 08 9	
<input checked="" type="checkbox"/> IdentityNo	Staff Office	Scott	710730 5060 08 5	
<input checked="" type="checkbox"/> OtherDesc	Workshop Payroll	Dlamini		
<input checked="" type="checkbox"/> EmpStatus	Workshop Payroll	Zwane		
<input checked="" type="checkbox"/> PayPoint	Staff Office	Yogi		
<input type="checkbox"/> Description	Workshop Payroll	Mohamad	690323 8745 98 7	
<input type="checkbox"/> ActiveInd	Workshop Payroll	Mashowe		
<input type="checkbox"/> Age	Workshop Payroll	Scot	720330 9865 23 4	
<input type="checkbox"/> BloodGroup	Directors	Brown	600310 0034 08 9	
<input type="checkbox"/> CasualDaysWorked	Staff Office	Tony	600310 0034 08 9	
<input type="checkbox"/> Class	Staff Office	Kotze	600310 0034 08 9	
<input type="checkbox"/> CostSplits	Director 2002/2003	James	600310 0034 08 9	
<input type="checkbox"/> DateEmployed	Director 2002/2003	Semtrot	640903 0056 78 9	
<input type="checkbox"/> DateIssued01	Directors	Johnson		
<input type="checkbox"/> DateIssued02				



Tax Trace Report to justify tax calculations

Tax Trace

A calculation trace is available at click of a button to assist payroll administrators with employees Tax Calculations.

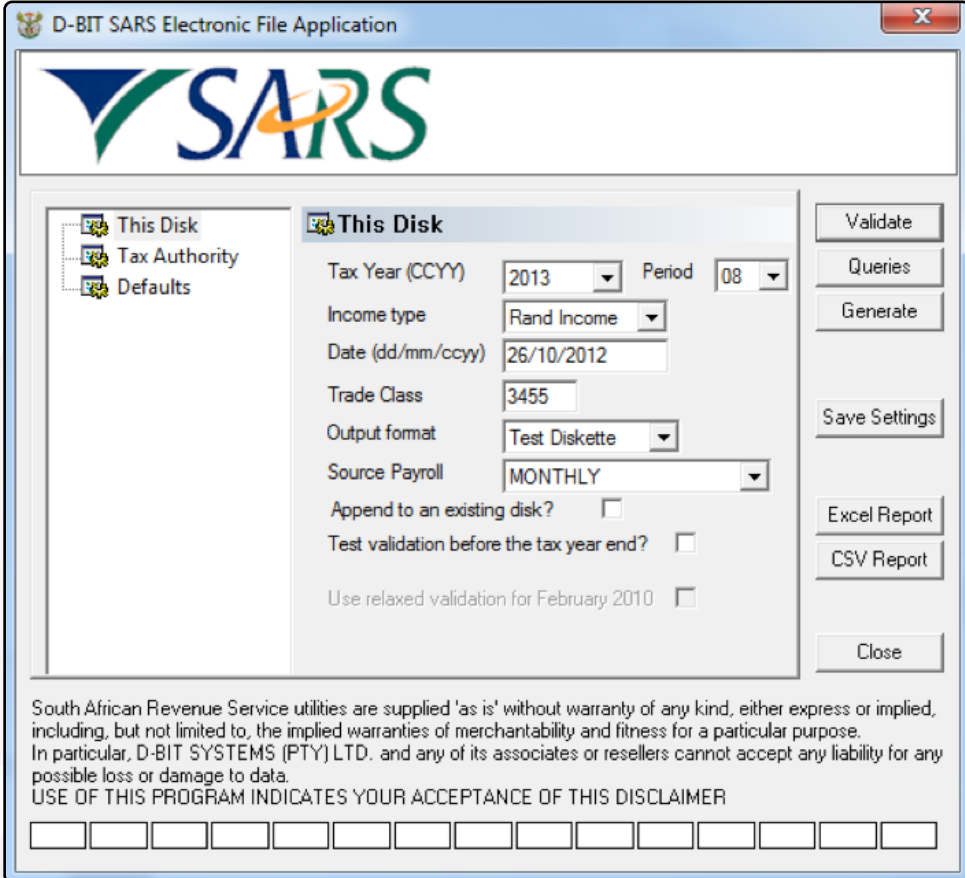
Action Trace		
Package PMI Retire		
Type of action : Employer's contribution		
Type of calculation : Use an action formula		
Process sequence : 700		
Action frequency : Every pay period		
When to process : In all types of run		
Resolving Action's GL distribution code 'NSSOV PENEAr'.		
Action Status : Cancelled		
Normal Taxation		
Type of action : Deduction		
Type of calculation : Tax		
Process sequence : 1000		
Action frequency : Every pay period		
When to process : In all types of run		
Resolving Action's GL distribution code 'PAYE'.		
Action Status : Active		
Processing tax country : South Africa		
NB: Medical Fringe Benefit [3810] of '5369.00' has been added to the UIF and SDL storage.		
Tax Trace - Forecast Year To Date		
Type of Pay - NORMAL		
Paygroup:		1.00
Taxable Earnings		
Year to date taxable regular earnings:	177579.34	
Year to date taxable fringe benefits:	13864.62	
Current taxable regular earnings:	88310.37	
Current taxable fringe benefits:	6932.31	
Total Earnings:		286686.64
multiply: Annualising factor 12.00/3.00	4.00	
Annualised income:		1146746.56
Add: Taxable portion of bonus:		161138.75
Total gross annualised earnings:		1307885.31
less: Allowable deductions:	49872.88	
Retirement funding income (report only):	1164060.72	
Pension contribution:	46917.12	
Income protection policy:	2955.76	
Annual Taxable Income:		1258012.43
Tax Calculation		
Annual tax calculated:	435344.97	
less: Primary Rebate:	11440.00	
less: Medical Tax Credit:	5520.00	
Sub total:		418384.97
less: Bonus tax Calculated:	64455.50	
Sub total:		353929.47
divide: Annualising Factor	4.00	
Sub total:		88482.37
add back: Bonus tax Calculated:	64455.50	
Tax Due To Date		152937.87
less: Tax paid Year To Date:		123477.45



Compliant

SARS – Electronic Submission

- The system supports the SARS annual and bi-annual electronic submission



The screenshot shows the 'D-BIT SARS Electronic File Application' window. The title bar includes the application name and a close button. The main area features the SARS logo at the top. Below the logo is a tree view on the left with 'This Disk', 'Tax Authority', and 'Defaults'. The central pane, titled 'This Disk', contains several input fields: 'Tax Year (CCYY)' set to 2013, 'Period' set to 08, 'Income type' set to Rand Income, 'Date (dd/mm/ccyy)' set to 26/10/2012, 'Trade Class' set to 3455, 'Output format' set to Test Diskette, and 'Source Payroll' set to MONTHLY. There are also three checkboxes: 'Append to an existing disk?' (unchecked), 'Test validation before the tax year end?' (unchecked), and 'Use relaxed validation for February 2010' (unchecked). On the right side, there are buttons for 'Validate', 'Queries', 'Generate', 'Save Settings', 'Excel Report', 'CSV Report', and 'Close'. At the bottom, there is a disclaimer text and a row of 15 empty checkboxes.

South African Revenue Service utilities are supplied 'as is' without warranty of any kind, either express or implied, including, but not limited to, the implied warranties of merchantability and fitness for a particular purpose. In particular, D-BIT SYSTEMS (PTY) LTD. and any of its associates or resellers cannot accept any liability for any possible loss or damage to data.
USE OF THIS PROGRAM INDICATES YOUR ACCEPTANCE OF THIS DISCLAIMER

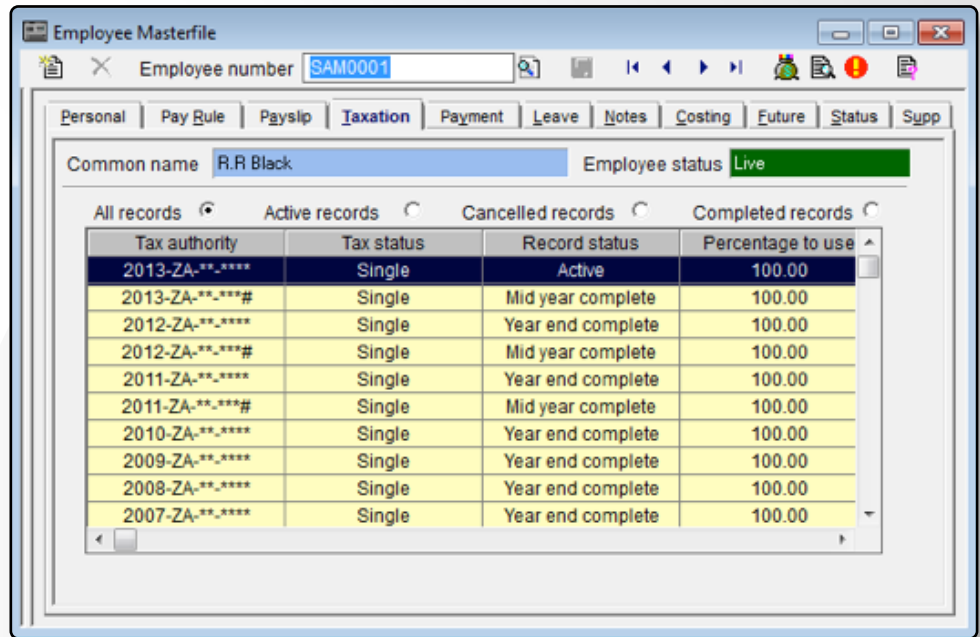


Tax History

Supports previous tax submissions

Tax certificates for current and previous Tax years can be e-mailed or printed.

- D-BIT supports previous tax submissions



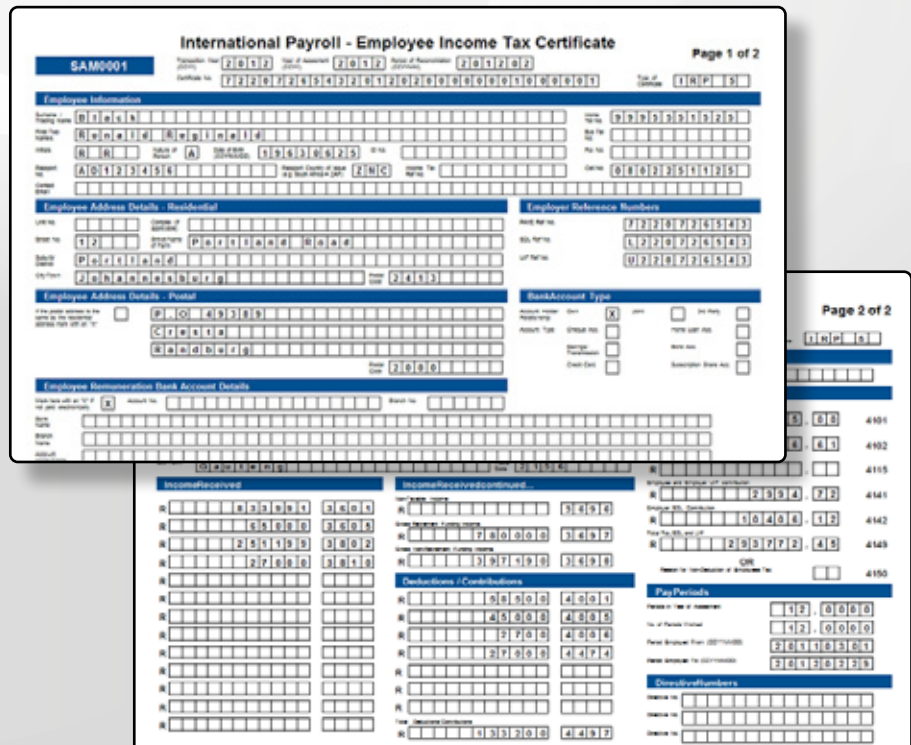
Employee Masterfile
Employee number: SAM0001

Common name: R.R Black Employee status: Live

Navigation: Personal | Pay Rule | Payslip | **Taxation** | Payment | Leave | Notes | Costing | Future | Status | Supp

Records: All records (selected) | Active records | Cancelled records | Completed records

Tax authority	Tax status	Record status	Percentage to use
2013-ZA-**-****	Single	Active	100.00
2013-ZA-**-****#	Single	Mid year complete	100.00
2012-ZA-**-****	Single	Year end complete	100.00
2012-ZA-**-****#	Single	Mid year complete	100.00
2011-ZA-**-****	Single	Year end complete	100.00
2011-ZA-**-****#	Single	Mid year complete	100.00
2010-ZA-**-****	Single	Year end complete	100.00
2009-ZA-**-****	Single	Year end complete	100.00
2008-ZA-**-****	Single	Year end complete	100.00
2007-ZA-**-****	Single	Year end complete	100.00



International Payroll - Employee Income Tax Certificate
Page 1 of 2

Employee Information
Employee Name: R.R Black
Employee Number: SAM0001
Tax Authority: 2013-ZA-**-****

Employee Address Details - Residential
Street: Pretoria Road
City: Pretoria

Employee Address Details - Postal
Postal Code: 0001

Employee Remuneration Bank Account Details
Bank Name: Standard Bank

Income Received
2013: 120000
2012: 120000
2011: 120000
2010: 120000
2009: 120000
2008: 120000
2007: 120000

Income Received (continued)
2013: 120000
2012: 120000
2011: 120000
2010: 120000
2009: 120000
2008: 120000
2007: 120000

Page 2 of 2



SARS monthly and annual returns

EMP 201 and IRP501 Employer Reconciliation Report

The **IRP501** report is produced in the SARS required format for ease of use for the Employer.

Month	PAYE	SDL	UIF	Total Monthly Liability	Total Payments
March	140427	4512	1497	146256	0
April	14627	3662	1497	19586	0
May	129427	4162	1497	135086	0
June	174916	3967	1497	130380	0
July	14033	3662	1497	19192	0
August	121209	4092	1497	126794	0
September	119111	3662	1497	118470	0
October	12731	3662	1497	17890	0
November	12606	4912	1497	13095	0
December	109690	3662	1497	114809	0
January	106116	3662	1497	11274	0
February	86076	3662	1497	91233	0
Annual Total	1396939	47039	17968	1461837	0
Total of Debit For Services	1396939				
Total of Credit For Services					0
Declared Liability				1461837	
Due By / To You					1461837

EMP201

SARS

MONTHLY EMPLOYER DECLARATION **EMP201**
FOR MONTH END: 2012/09/30

Employer Details

Trading/Other Name:

Payee Ref No: SDL Ref No: UIF Ref No:

Particulars of Declarant

First Name: Initials:

Surname: Bus Tel No:

Position Held: Fax No:

ID Number: Date of Birth: C dl No:

eMail:

Payment Details

Payment Reference No: Payment Date: ccymmmdd Total:

PAYE: SDL: UIF:

NB: YOU MAY NOT SUBMIT THIS DOCUMENT TO SARS. VALUES MUST BE VALIDATED AND THEN TRANSCRIBED ONTO THE OFFICIAL FORM.

NB: THE LAYOUT OF THIS REPORT HAS BEEN MADE TO LOOK SIMILAR TO THE SARS EMP201 RETURN TO AID YOU IN CHECKING AND COMPLETING THE SARS DOCUMENT.



UIF electronic return

✓ UIF – Electronic Submission

Once the UIF return has been generated, an e-mail can be sent directly to declarations@uif.gov.za.

D-BIT - COIDA Utility

File Help

COIDA Reconciliation Utility
This utility scans the entire year's history and calculates the WCA value to be declared.



Tax Year to Balance (ccyy):

Tax Country:

Generate Actual Earnings by Month spreadsheet?

Generate summarized WCA earnings report?

Include detailed earnings for each employee?

Recalculate COIDA Earnings  

Payroll utilities are supplied 'as is' without warranty of any kind, either express or implied, including, but not limited to, the implied warranties of merchantability and fitness for a particular purpose. In particular, D-

Ready

D-BIT UIF Electronic File Application

D-BIT UIF Application
Generation of electronic file for submission to the Department Of Labour.

This Disk

Tax Year (CCYY)

Payroll Month

Output format


Source Payroll

Disk Number

Append to an existing disk?

Generate

Cancel

 eMail Return

Advanced

Unemployment Insurance Fund utilities are supplied 'as is' without warranty of any kind, either express or implied, including, but not limited to, the implied warranties of merchantability and fitness for a particular purpose. In particular, D-BIT SYSTEMS (PTY) LTD. and any of its associates or resellers cannot accept any liability for any possible loss or damage to data.

NPUIF

PRE-EMAIL CONFIRMATION:

Please check the following values against the monthly reports.

Total Gross Remun.: 6821466.12
Total UIF Remun.: 1685287.66
Total UIF Contrib.: 33705.74
Number of employees.:124

Do you want to Email the values to 'declarations@uif.gov.za'?

Yes No



**Powerful
and
customizable**

✓ Leave Module

- Leave can be recorded per cycle in hours, days, shifts
- The monetary result can be used to automatically update a general ledger provision account
- A standard increment, a table lookup or a calculated value will result in the accumulations by type, within each pay period

Employee Masterfile

Employee number: SAM0001

Common name: R.R Black Employee status: Live

Leave types associated with this employee

Leave Policy	Commences	To Date	This Period	New Balance	Pending
Sick	1998/03/01	30.0000	-2.0000	28.0000	0.0000
Additional	1998/03/01	7.0000	1.7500	8.7500	0.0000
BCEAAnnual	1998/03/01	8.7500	1.2500	10.0000	0.0000

Leave Register Maintenance

Leave Policy: BCEA Annual

Employee number: SAM0001 R.R Black Status: Active

Class of leave	Cycle B/F	This Cycle			Accum Cycle
		To Date	This Run	New Balance	
Annual					
Days	2012/02/29	2012/09/30-1	2012/10/31-1	2012/10/31-1	2012/10/31-1
Accumulated	0.0000	8.7500	1.2500	10.0000	10.0000
Leave Taken		0.0000	0.0000	0.0000	0.0000
Adjustments		0.0000	0.0000	0.0000	0.0000
Leave Forfeited		0.0000	0.0000	0.0000	0.0000
Balance		8.7500	1.2500	10.0000	10.0000
Leave Pending		0.0000		0.0000	0.0000
Theoretical Balance		8.7500		10.0000	10.0000
Prior provision		57,185.63	Current provision	65,355.01	



Compliant Equity returns

Equity Reporting

EEA2 Report

DEPARTMENT OF LABOUR											EEA 2
Employment Equity Report											
SECTION B: Workforce Profile											
1.1. Report on the total number of employees (including employees with disabilities) in each of the following Occupational Levels:											
Occupational Levels	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
0. Not Specified	1	1	1	1	-	-	1	-	-	-	5
1. Top	-	2	-	3	-	-	1	1	-	-	7
2. Senior	1	-	-	2	-	1	-	2	2	-	8
3. Professional	-	1	-	-	-	-	-	-	-	-	1
4. Skilled	1	1	-	-	1	-	-	2	-	-	5
5. Semi - Skilled	3	-	-	2	-	-	-	1	-	-	6
6. Unskilled	1	1	-	-	-	-	-	-	-	-	2
TOTAL PERMANENT	7	6	1	8	1	1	2	6	2	-	34
Non-Permanent Employees	-	-	-	-	-	-	-	-	-	-	-
TOTAL	7	6	1	8	1	1	2	6	2	-	34

EEA4 Report

DEPARTMENT OF LABOUR													EEA 4
Income Differential Statement													
INCOME DIFFERENTIALS STATEMENT													
Indicate the total remuneration paid to all employees in each Occupational Level:													
Occupational Levels		Male				Female				Foreign		Total	
		A	C	I	W	A	C	I	W	M	P		
0 Not Specified	Number of employees	1	1	1	1				1			5	
	Remuneration								12875			12875	
1 Top	Number of employees		2		3			1	1			7	
	Remuneration				12875			4245	4245			19365	
2 Senior	Number of employees	1			2		1		2	2		8	
	Remuneration	87125			42450				8490	8490		132465	
3 Professional	Number of employees		1									1	
	Remuneration											11	
4 Skilled	Number of employees	1	1			1			2			5	
	Remuneration								8490			8490	
5 Semi-Skilled	Number of employees	3			2				1			6	
	Remuneration								4245			4245	
6 Unskilled	Number of employees	1	1									2	
	Remuneration											11	
TOTAL PERMANENT	Number of employees	7	6	1	8	1	1	2	6	2		34	
	Remuneration	87125			131400				12875	42450		173890	
Temporary employees	Number of employees												
	Remuneration												
TOTAL	Number of employees	7	6	1	8	1	1	2	6	2		34	
	Remuneration	87125			131400				12875	42450		173890	



 **0277-E Report (Statistics SA)**

STATISTICS SA		STAT
Extraction Of Statistics		
EXTRACTION FOR THE PERIOD 01-Dec-2012 TO 31-Dec-2012		
Values that may be used in the completion of the Statistics SA form:		
1.1 Persons Employed		
Full-time Employees		33
Part-time Employees		0
All Employees (full-time and part-time)		33
1.2 New appointments		
Employees who commenced working for the enterprise		0
1.3 Resignations, transfers, retrenchments and dismissals		
Employees no longer working for the enterprise		0
2.2 Gross earnings		
Weekly Payrolls		0.00
Fortnightly Payrolls		0.00
Calendar Monthly Payrolls		0.00
Other Payrolls		0.00
Total (all payrolls)		0.00
2.4 Total bonuses		
Performance and other bonuses		0.00
2.5 Overtime payments		
Full-time employees		0.00
Part-time employees		0.00
All employees (full-time and part-time)		0.00
2.6 Severance, termination and redundancy payments		
Full-time employees		0.00
Part-time employees		0.00
All employees (full-time and part-time)		0.00



Electronic payslips

Electronic Payslips and IRP5's

When payslips and IRP5's are **printed** or **e-mailed** an image is stored for future reference. Payslip images can also be uploaded to **D-BIT Cumulus** (Cloud) for retrieval by the employee.

Employee number SAM0003

PaySlips

- JUN 30, 2012 #1
- MAY 31, 2012 #1
- APR 30, 2012 #1
- MAR 31, 2012 #1
- JAN 31, 2012 #1
- DEC 31, 2011 #1
- NOV 30, 2011 #1
- OCT 31, 2011 #1
- SEP 30, 2011 #1
- AUG 31, 2011 #1
- JUL 31, 2011 #1
- JUN 30, 2011 #1
- MAY 31, 2011 #1
- APR 30, 2011 #1
- MAR 31, 2011 #1
- FEB 28, 2011 #1
- JAN 31, 2011 #1
- DEC 31, 2010 #1

Images

The International Payroll Corp
Suite 1031, 5th Floor
International Building, 31674 Main Street, 2112
(231) 555-1397 2nd Number: Fax: (231) 555-6842

Sheet 1 of 1

Employee Number: SAM0003 - NORMAL PAY

Employee Name: B. Potter
Period end: 31/07/2011
I.D. Number: 6203152250082

Pay rate: 6,400.00/Month
Pay Point: Benoni
Occupation: Factory Supervisor

Qty.	EARNINGS	DEDUCTIONS
	Basic Salary 6,400.00	Fedure Health 696.00
		Pension Fund 480.00
		Normal Taxation - Annual Bonus -40.99
		Normal Taxation - Bonus Provision 96.00
		Normal Taxation - Fringe Benefits 44.25
		Club Fees 30.00
		UIF Calculation 69.63
Total Earnings: 6,400.00		Total Deductions: 1,373.89
		Nett Pay: 5,026.11

Employer Contributions	Seq.	Nett Pay Distribution
Fedure Health 1,042.50	99	Electronic transfer to 25-4605 Account No. 9009163751
		5,026.11

Employee number SAM0003

PaySlips

Images

Documents

Tax Certificates

- 2011 IRP5 (02000001)
- 2010 IRP5 (02000001)
- 2009 IRP5 (02000001)

International Payroll - Employee Income Tax Certificate Page 1 of 2

SAM0003

Employer Information

Employee Information

Employee Address Details - Residential

Employee Address Details - Postal

Employee Remuneration Bank Account Details

Bank/Account Type

Employer Reference Numbers

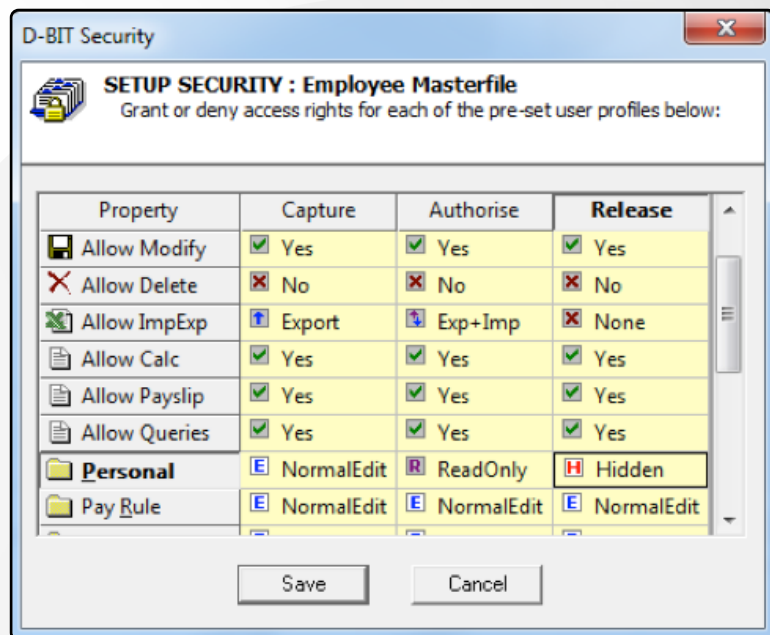


Complete audit logs

Integrated Security Module and Comprehensive Audit reporting









D-BIT Integrated security module is designed to attach date and time stamps to all changes on the payroll.

Field Level Security and Audit



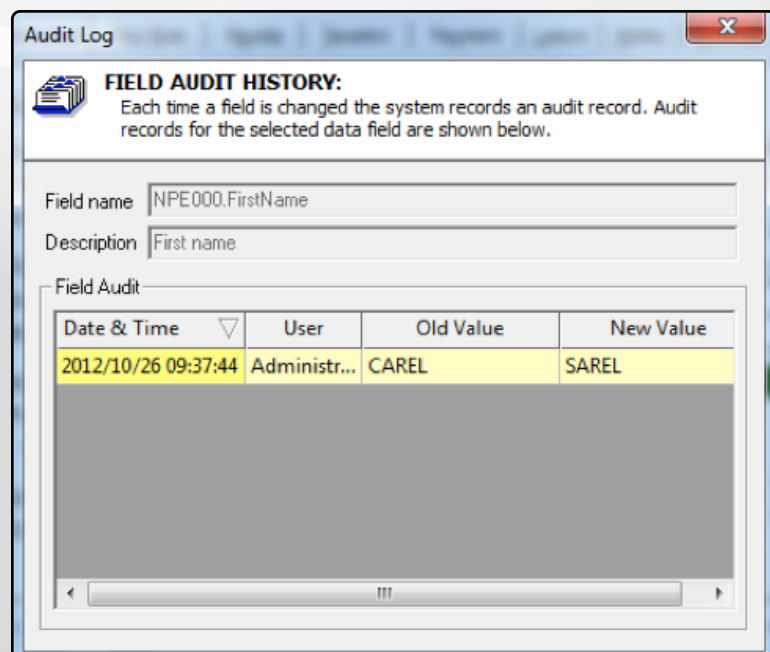
D-BIT Security

SETUP SECURITY : Employee Masterfile
Grant or deny access rights for each of the pre-set user profiles below:

Property	Capture	Authorise	Release
 Allow Modify	<input checked="" type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes
 Allow Delete	<input checked="" type="checkbox"/> No	<input checked="" type="checkbox"/> No	<input checked="" type="checkbox"/> No
 Allow ImpExp	<input type="checkbox"/> Export	<input type="checkbox"/> Exp+Imp	<input checked="" type="checkbox"/> None
 Allow Calc	<input checked="" type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes
 Allow Payslip	<input checked="" type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes
 Allow Queries	<input checked="" type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes
 Personal	<input type="checkbox"/> NormalEdit	<input type="checkbox"/> ReadOnly	<input type="checkbox"/> Hidden
 Pay Rule	<input type="checkbox"/> NormalEdit	<input type="checkbox"/> NormalEdit	<input type="checkbox"/> NormalEdit

Save Cancel

Field Level Audit Trail



Audit Log

FIELD AUDIT HISTORY:
Each time a field is changed the system records an audit record. Audit records for the selected data field are shown below.

Field name: NPE000.FirstName
Description: First name

Field Audit

Date & Time	User	Old Value	New Value
2012/10/26 09:37:44	Administr...	CAREL	SAREL



Critical Change Logs

- Comprehensive audit reports and Critical Change Control logs.

Critical Change Control Log

Critical Change Control
 Certain data changes are regarded as critical. To ensure integrity, the system requires that a second person verify these changes.

Received	Subject	
2012/03/27 10:24:58	Bank account change ged SAM0030 99 Payee account no. from to 9876183121	<input type="checkbox"/>
2012/03/27 10:23:59	Bank account change GlendaR changed SAM0028 99 Payee account no. from to 666598716	<input type="checkbox"/>
2012/03/27 10:23:14	Bank account change GlendaR changed SAM0025 99 Payee account no. from to 5587971261	<input type="checkbox"/>
2012/03/27 10:22:47	Bank account change GlendaR changed SAM0014 99 Payee account no. from to 6648646300	<input type="checkbox"/>
2012/03/27 10:22:13	Bank account change GlendaR changed SAM0013 99 Payee account no. from to 56654583	<input type="checkbox"/>
2012/03/27 10:21:22	Bank account change GlendaR changed SAM0003 99 Payee account no. from to 9009163751	<input type="checkbox"/>
2012/02/13 11:22:10	Bank account change	<input type="checkbox"/>

Audit Report

RecordID	Date	Time	User	Screen	DataFile	Event	DataKey	INIFileID	DataField	OldVal	NewVal
3021	2010/11/22	14:40:19	Administr	Action Code Maintenance	NPEA00	Added	SAM0003	Company NPEAB002	NPEA00.Action	Company	Loan - Int
3021	2010/11/22	14:40:19	Administr	Action Code Maintenance	NPEA00	Added	SAM0003	Company NPEAB002	NPEA00.P	0	900
3021	2010/11/22	14:40:19	Administr	Action Code Maintenance	NPEA00	Added	SAM0003	Company NPEAB002	NPEA00.A	0	1000
3021	2010/11/22	14:40:19	Administr	Action Code Maintenance	NPEA00	Added	SAM0003	Company NPEAB002	NPEA00.C	0	5000
3021	2010/11/22	14:40:19	Administr	Action Code Maintenance	NPEA00	Added	SAM0003	Company NPEAB002	NPEA00.T	Earning	Deduction
3022	2010/11/22	14:41:40	Administr	Action Code Maintenance	NPEA00	Updated	SAM0003	Company NPEAB002	NPEA00.N	0	0.0001
2219	2006/06/06	10:18:52	SallyR	Employee Payment Maintenance	NPEB00	Updated	SAM0031 99	NPT00113	NPEB00.BankAccount	1245689	
2219	2006/06/06	10:18:52	SallyR	Employee Payment Maintenance	NPEB00	Updated	SAM0031 99	NPT00113	NPEB00.BankName	00-1106	
2219	2006/06/06	10:18:52	SallyR	Employee Payment Maintenance	NPEB00	Updated	SAM0031 99	NPT00113	NPEB00.DistCode		
2219	2006/06/06	10:18:52	SallyR	Employee Payment Maintenance	NPEB00	Updated	SAM0031 99	NPT00113	NPEB00.Pi	Cheque	Electronic transfer
2220	2006/06/06	10:19:08	SallyR	Employee Payment Maintenance	NPEB00	Updated	SAM0031 99	NPT00113	NPEB00.W	In first onl	In all types of run
2226	2006/06/06	10:28:02	SallyR	Employee Payment Maintenance	NPEB00	Updated	SAM0032 99	NPT00113	NPEB00.BankAccount	5.65E+08	
2226	2006/06/06	10:28:02	SallyR	Employee Payment Maintenance	NPEB00	Updated	SAM0032 99	NPT00113	NPEB00.BankName	33-4513	
2226	2006/06/06	10:28:02	SallyR	Employee Payment Maintenance	NPEB00	Updated	SAM0032 99	NPT00113	NPEB00.DistCode		
2226	2006/06/06	10:28:02	SallyR	Employee Payment Maintenance	NPEB00	Updated	SAM0032 99	NPT00113	NPEB00.Pi	Cheque	Electronic transfer
2227	2006/06/06	10:28:08	SallyR	Employee Payment Maintenance	NPEB00	Updated	SAM0032 99	NPT00113	NPEB00.W	In first onl	In all types of run
2296	2006/08/15	12:23:11	SallyR	Employee Payment Maintenance	NPEB00	Updated	SAM0001 01	NPT00113	NPEB00.Bi	Standard	26-1553
3013	2010/06/08	15:28:52	SallyR	Employee Payment Maintenance	NPEB00	Updated	SAM0001 01	NPT00113	NPEB00.Bi	2.03E+08	2.46E+08
3013	2010/06/08	15:28:52	SallyR	Employee Payment Maintenance	NPEB00	Updated	SAM0001 01	NPT00113	NPEB00.Bi	26-1553	26-2049



General Ledger Interface

✓ Costing

D-BIT can be integrated with your **Sage ERP 300**, **Sage Pastel**, **Syspro ERP** and other popular accounting systems or **Standalone** General Ledger.

Common name	VAN DER MERWE SAREL	Employee status	Live	
Type of action	G/L Debit (Direct)	G/L Credit Acc	Amount	LinkValue
Employer's contrib	81220NAT SOV SOV	33426 BSR BSB	952.43	0.00
Deduction	33507 BSR BSB	33413 BSR BSB	158.00	0.00
Employer's contrib	81260NAT SOV SOV	33760 BSR BSB	43.99	0.00
Employer's contrib	81181NAT SOV SOV	33417 BSR BSB	738.94	0.00
Employer's contrib	81175NAT SOV SOV	33408 BSR BSB	0.00	26.00
Employer's contrib	81177NAT SOV SOV	33730 BSR BSB	1,954.88	0.00
Deduction	33507 BSR BSB	33416 BSR BSB	29,760.41	0.00
Employer's contrib	81180NAT SOV SOV	33413 BSR BSB	5,369.00	0.00
Deduction	33507 BSR BSB	33417 BSR BSB	0.00	3,909.76
Employer's contrib	81181NAT SOV SOV	33417 BSR BSB	4,327.32	0.00
Deduction	33507 BSR BSB	33436 BSR BSB	124.78	0.00
Employer's contrib	81245NAT SOV SOV	33436 BSR BSB	0.00	124.78
Earning	81100NAT SOV SOV	33507 BSR BSB	86,510.37	0.00
Earning	81100NAT SOV SOV	33507 BSR BSB	1,800.00	0.00
Employer's contrib	81181NAT SOV SOV	33417 BSR BSB	798.37	0.00

The International Company						10/26/2012 10:41:13AM
G/L Transactions						Page:
Trans Date	Debit Account	Credit Account	Debit	Credit	Description	
4/31/2012	81176NAT SOV SOV	33408 BSR BSB	36.00	-36.00	GF0000007 : Ins Fringe Ben	
	33507 BSR BSB	33413 BSR BSB	158.00	-158.00	GF0000007 : Viatly	
	81180NAT SOV SOV	33413 BSR BSB	5,369.00	-5,369.00	GF0000007 : Package Med Aid	
	33507 BSR BSB	33416 BSR BSB	29,760.41	-29,760.41	GF0000007 : Normal Taxation	
	33507 BSR BSB	33417 BSR BSB	3,909.76	-3,909.76	GF0000007 : Package_Pension	
	81181NAT SOV SOV	33417 BSR BSB	738.94	-738.94	GF0000007 : Package PHI	
	81181NAT SOV SOV	33417 BSR BSB	4,327.32	-4,327.32	GF0000007 : Package_Pension	
	81181NAT SOV SOV	33417 BSR BSB	798.37	-798.37	GF0000007 : Package_Group_LI	
	81220NAT SOV SOV	33426 BSR BSB	952.43	-952.43	GF0000007 : SOL	
	33507 BSR BSB	33436 BSR BSB	124.78	-124.78	GF0000007 : UIF Calculation	
	81245NAT SOV SOV	33436 BSR BSB	124.78	-124.78	GF0000007 : UIF Calculation	
	81100NAT SOV SOV	33507 BSR BSB	86,510.37	-86,510.37	GF0000007 : Package_CashCom	
	81100NAT SOV SOV	33507 BSR BSB	1,800.00	-1,800.00	GF0000007 : Managers Allowanc	
	81177NAT SOV SOV	33730 BSR BSB	1,954.88	-1,954.88	GF0000007 : Leave Provision	
	81260NAT SOV SOV	33760 BSR BSB	43.99	-43.99	GF0000007 : Colda Prov	
		Total	136,599.03	-136,599.03		



User defined data fields

✔ Customizable Supplementary Data Fields

- All master data files are designed to allow a user to add additional data fields to the record
- These user-defined fields are then available throughout the system for input, calculations, and reporting

The screenshot shows a software window titled "Employee Masterfile" with a search bar containing "CO-9000001". Below the search bar are several tabs: Personal, Pay Rule, Payslip, Taxation, Payment, Leave, Notes, Costing, Future, Status, and Supp. The "Supp" tab is active, displaying a grid of fields:

EE Pens Perc	0.00	CO Pens Perc	0.00
Provident Perc	8.00	Extra Leave days	0.00
Group life Perc	1.361	PHI Perc	0.945
Spouse Med	<input type="checkbox"/>	Spouse proof rec	<input type="checkbox"/>
CO Discovery	<input type="checkbox"/>	Ocsacare	<input type="checkbox"/>
Private Capacity	<input type="checkbox"/>	No Medical Aid	<input type="checkbox"/>
ADplan	<input type="checkbox"/>		

D-BIT[®]

Setting the Standard

T +27 11 791 4550
F +27 11 791 4566
D-BIT Building,
18 Bosbok Rd,
Boskruijn, South Africa
PO Box 1950,
Randpark Ridge, 2156,
South Africa
www.d-bit.co.za