

PowerPay Features

Power Pay

PowerPay is part of the PowerApps HR suite

Payroll Configuration

Power Pay is completely integrated with the PowerApps system. This means no transporting of data between different systems or re-keying of data.

Here are some of the key features of PowerApps Payroll:

- Multiple payrolls of different frequencies within the same company
- Multiple pay frequencies handled - Weekly, Fortnightly, Bi-weekly, Lunar, Monthly and Annual pay cycles
- Pre-defined pay elements for the most commonly used allowances and deductions
- User definable pay elements
- Security at the field level - control access to payroll elements for specific users. Thus only specific elements can be updated by different users / roles by configuring different rules for each.
- Multiple PAYE references
- Multi contract processing with Income Tax and NIC aggregation and contract specific calculations of SSP, SMP, SPP, SAP based on triggers
- Director's NI
- Student Loans, AEO and Court Orders
- Multiple pay groups for different employment terms and conditions
- Retrospective National Insurance Adjustments
- Holiday pay
- Free updates to Tax rates year on year. You can also run payrolls for different tax years concurrently, during the changeover period
- Net to Gross calculation
- BACS payment
- Integration with different General Ledgers
- Data import for Employee master, Salary details, external data into current pay period

PowerApps offers the ability to deploy a Global HR system accessible from anywhere with just a web browser – on premise or as a hosted service.

Flexible Payroll Generation

Generate and re-generate Payroll for a period any number of times. You can also generate payroll for the entire Paygroup or for a specific employee or for a group of employees belonging to a specific Department, Location, etc.

Pension Schemes

- Create and Attach any number of Pension Schemes to the employee
- Rules based, with each scheme being able to define the earnings heads that are deemed pensionable for both the employee and the employer contributions
- Net pay schemes and Contracted in or Out schemes
- Smart Pensions, Stakeholder and AVC schemes catered for
- Fixed percentage / cash amount deductions or complex formula for both employee and employer contributions
- Flexible export file format to any Pension Provider's Administration system

Retrospective Pay / Calculation of Arrears

- Completely automated pro rata and arrears calculation based upon the rules for the affected terms and conditions
- Retrospective adjustments for any employee within the current tax year

PowerApps comes with Employee and Manager self-service as standard features, requiring no additional licensing or configuration. Employees can view their own payslip and P60s at any time and for any previous pay period thus dramatically reducing the number of routine service requests to HR.

Reports / Outputs

- Standard suite of Payroll Exception / Processing and Reconciliation reports
- Salary statement
- Headcount summaries
- Payroll reconciliation and variance compared to previous periods by employee and pay element
- Facility to print, email pay advice slip or publish to Self Service.
- Both EDI and FBI formats supported for electronic interchange with HMR&C
- Customised Pay advice slip formats can be provided. Payslip can be viewed for any previous tax year.
- P45's available to be printed. P11D and P14 formats are provided.
- *Printed or emailed P60's or publish to Self Service*
- Output file to BACS / Pre-Pay Top Up card providers
- Ad-hoc report writer available as add-on with easy to use system defined data views

For more information please visit our website <http://www.fluous.co.uk>