

**DANDY COMPANY LTD.**  
**Summary of Salary Disbursement**

Description	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Mar-22	Mar-21	Mar-20
<b>Basic</b>	1208,408	1185,926	1155,980										1,271,441	1,180,610	1,337,987
HR& other allowances	438,850	350,352	322,905										402,848	365,318	385,772
Telephone Allowance															
Residue Factory Overtime	335,015	309,683	292,628										317,724	296,468	245,180
Friday Allowance (Sales)	65,491	45,770	80,141										61,692	56,553	7,741
Commission (Sales)	138,484	182,756	161,797										413,314	133,482	
Machine Operator Allowance															
Unspecified Leave Payments															
Salary Acrens															
Bonus Payment															
<b>Sub-Total</b>	<b>2,656,128</b>	<b>2,132,226</b>	<b>2,010,034</b>										<b>5,485</b>	<b>14,241</b>	<b>17,980</b>
Salary Deferral															
Absenteeism, Che. Payment & Others	(14,850)	(17,713)	(15,721)												
Advance Deduction	(3,800)	(1,150)	(3,250)												
<b>Sub-Total</b>	<b>(18,650)</b>	<b>(18,963)</b>	<b>(18,971)</b>												
<b>Net Payment</b>	<b>2,337,472</b>	<b>2,113,363</b>	<b>2,081,063</b>										<b>2,466,854</b>	<b>12,551,485</b>	<b>2,030,239</b>
<b>Net Sales</b>															
<b>%</b>															

PAYROLL DISBURSEMENT SUMMARY			
Bank / Payment Mode	Sponsor Details	Dandy Payroll Disbursement	Total Disbursement
DBL	Dandy & Others Sponsors	423,783	21,250
DBL	Al Monej Sponsors	22,447	22,447
DBL	Plastic Factory Sponsors	18,050	16,050
CBQ	Dandy & Others Sponsors	462,280	463,540
CBQ	Al Monej Sponsors	420,048	420,048
CBQ	Plastic Factory Sponsors	13,347	10,000
DPAY	Dandy & Others Sponsors	28,177	28,177
DPAY	Al Monej Sponsors	1,099,561	1,099,561
DPAY	Plastic Factory Sponsors	12,392	12,392
Total Bank Payment		470,572	23,000
Cash Payments - New Joinees			44,250
Payroll Total		16,981	16,981
Extra Overding		2,107,541	2,237,797
Cash Sales Commission		522	522
Grand Total		2,108,063	2,232,372

  
 Sr. Manager Finance

  
 Manager HR

  
 Accounts Department

Payroll Cost Analysis FTM & YTD 1 MAR 2023							
	Actual FTM Mar 2022	Budget FTM Mar 2023	Actual FTM Mar 2023	% Change over Budget	Actual YTD Mar 2022	Budget YTD Mar 2023	Actual YTD Mar 2023
DCL							
Payroll Cost	1,985,715	1,929,082	1,899,224	-4%	5,709,467	5,631,386	5,416,273
Revenue	15,825,779	15,793,304	15,842,869	-2%	38,219,878	37,985,395	39,321,519
Payroll Cost as a % of Revenue	12.55%	12.21%	11.99%		14.94%	14.83%	13.77%

	<b>Payroll-Mar 23</b>	<b>Commission-Feb 23</b>	<b>Total</b>
Dandy	1,661,581	161,797	1,823,378
Dandy Customs Clearance	46,404		46,404
Premier Plastic Factory	340,252	-	340,252
	<b>2,048,237</b>	<b>161,797</b>	<b>2,210,034</b>

Gross Payroll DCC/DPF/DCC

<b>Dandy Payroll cost</b>	<b>QAR</b>
Payroll-Mar 23	1,661,581
Commission -Mar 23 Provision 1.5% of sales	237,643
<b>Total</b>	<b>1,899,224</b>

1,899,224

0

**DANDY COMPANY LIMITED - SALARY STATEMENT FOR THE MONTH OF MAR-2023**

Division	Head Count	Basic	HRA	Trev. Allow.	Ter. Allow.	Trav. Cost	Sales Commission	Work Allow.	Other.out	O.T	Mar-2023 (Before Deductions)	Deduction	Salary Deferred*	Mar-2023 (Net Pay)	Head Count-Feb 23	Feb-2023 (Before Deductions)	Increase / (Decrease) Between Feb-23 & Mar-23	
Dandy/DOCC/PPC	740	1,255,950	263,442	18,458			161,797			212,708	292,529	2,210,034	21,971	-	2,158,063	732	2,132,226	77,808
	740	1,255,950	263,442	18,458			161,797			212,708	292,529	2,210,034	21,971	-	2,158,063	732	2,132,226	77,808

**MONTHLY COMPARISON (Before Deduction)**

Division	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Total for 12 month (2022/23)
Dandy	2,472,876	2,655,926	2,450,144	2,250,876	2,409,504	2,400,817	2,346,850	2,345,578	2,484,137	2,256,128	2,132,226	2,210,034	28,435,056
	2,472,876	2,655,926	2,450,144	2,250,876	2,409,504	2,400,817	2,346,850	2,345,578	2,484,137	2,256,128	2,132,226	2,210,034	28,435,056
Increase/(Decrease)	163,050	(185,782)	(159,268)	118,628	(8,687)	(53,967)	(1,272)	(188,559)	(228,009)	(123,902)	(77,808)		
(In comparison with the previous month)													

As compared to Feb 2023 the gross outflow is increased by QAR 77,808 majorly because of following reasons:

- During the month 49 employees were on vacation and only 11 employees were on vacation for part of the month whereas in last month 39 employees were on vacation and 44 employees were on vacation for part of the month leading to increase in outflow. Further during the month 13 Employees joined including Sr. Manager QA and NPD leading to increase in basic and HRA by QAR 94K.
  - Friday & Public Holiday Allowance is paid in one month arrears, as compared to Feb 2023 4 Fridays & 1 public holiday there were 4 Fridays in Jan 2023 due to which Friday & Public Holiday is higher during the month by QAR 14K.
- The above increase in outflow is offset by below decrease in outflow
- Commission is paid in one month arrears as compared to Jan 2023 sales achievement of 108.41% in Feb 2023 sales achievement was 103.66% leading to decrease in overtime by QAR 19K.
  - Overtime is paid in one month arrears. There were 28 days in February compared to 31 in January leading to decrease in overtime by QAR 19K.

  
 Reviewed by  
 General Manager  
  
 Prepared By  
 Sr. Manager Finance

  
 Reviewed by  
 Zad Finance

### Salary Comparison Current Vs Previous month

<b>SN</b>	<b>Description</b>	<b>Gross</b>	<b>Net</b>	<b>No of Employees</b>
		<i>Amt in Qr</i>	<i>Amt in Qr</i>	
A	Mar-23 Salary	2,210,034	2,188,063	740
B	Feb-23 Salary	2,132,226	2,113,363	732

C Increase/ (Decrease)

77,808 74,700 8

Major Variances:		Mar-23	Feb-23	
1	Basic	1,255,960	1,185,926	70,034 During the month 40 employees were on vacation and only 11 employees were on vacation for part of the month whereas in last month 39 employees were on vacation and 44 employees were on vacation for part of the month leading to increase in outflow. Further during the month 13 Employees joined including Sr. Manager QA and NPPD leading to increase in basic and HRA.
2	House Rent Allowance	268,442	243,718	24,724
3	Other Allowances	12,802	12,868	(66)
4	Food Allowance	109,710	108,299	1,411
5	Friday & Public Holiday Allowance (Sales Team)	60,141	45,770	14,371 Friday & Public Holiday Allowance is paid in one month arrears, as compared to Feb 2023 4 Fridays & 1 public holiday there were 4 Fridays in Jan 2023 due to which Friday & Public Holiday is higher during the month.
6	Normal Overtime & Public Overtime payments (Operation Team)	282,293	301,566	(19,273) Over time is paid in one month arrears. There were 28 days in February compared to 31 in January leading to decrease in overtime.
7	Salary/Commission Arrears	16,602	17,759	(1,157)
8	Unspecified Leave	-	-	-
9	Overtime Arrears	10,336	8,117	2,219
10	Friday Allowance Arrears	1,550	975	575
11	Commission	161,797	182,736	(20,939) Commission is paid in one month arrears as compared to Jan 2023 sales achievement of 108.41% in Feb 2023 sales achievement was 103.66% leading to decrease in outflow.
12	Dispatch - Loading Allowance	1,942	2,130	(188)
13	Bonus	-	-	-
14	Other Payments	9,561	6,049	3,512
15	Transport Allowance	18,498	15,913	2,585
16	Camp Boss Allowance	400	400	-
	Total	2,210,034	2,132,226	77,808
	Check	-	-	-