

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
Basic	1,019,408	1,183,928	1,255,980										1,271,441	1,180,610	1,337,807
HRA & other allowances	434,660	590,592	422,908										428,848	355,318	385,772
Telephone allowance															
Regular Factory Overtime	339,015	309,683	292,609										317,724	296,466	246,100
Friday Allowance (Sales)	69,491	45,770	26,141										61,802	59,353	71,841
Commission (Sales)	198,484	182,738	161,791										413,314	153,452	
Machine Operator Allowance															
Unspecified Leave Payments															
Salary Arrears	8,072	17,759	16,902										474	765	
Bonus Payment													8,485	14,241	17,980
Sub-total	2,066,128	2,132,226	2,210,034										2,489,088	2,099,216	2,062,660
Salary Deferral														(44,930)	0
Assessments, Cse Farnet & Others	(14,858)	(17,713)	(18,721)										(28,794)	(32,762)	(13,430)
Advance deduction	(1,800)	(1,160)	(3,250)										(3,450)	(3,450)	(8,971)
Sub-total	(16,658)	(18,883)	(21,971)										(32,294)	(77,731)	(26,401)
Net Payment	2,239,472	2,113,343	2,188,063										2,466,854	2,091,485	2,036,259
Net Sales															

PAYROLL DISBURSEMENT SUMMARY					Total Disbursement	
Bank / Payment Mode	Sponsor Detail	Dandy Payroll Disbursement	Other Disbursement			
DBL	Dandy & Others Sponsors	423,763	21,250		445,013	
DBL	AI Morouj Sponsors	22,447			22,447	
DBL	Plastic Factory Sponsors	18,050			18,050	
QIBCEQ/IBQ/IBK/IB	Dandy & Others Sponsors	462,280	21,290		483,570	
QIBCEQ	AI Morouj Sponsors	420,048	13,000		433,048	
CBQ	Plastic Factory Sponsors	13,347	10,000		23,347	
		28,177			28,177	
D-PAY	Dandy & Others Sponsors	470,572	23,000		493,572	
D-PAY	AI Morouj Sponsors	1,199,961			1,199,961	
D-PAY	Plastic Factory Sponsors	25,385			25,385	
		12,392			12,392	
Total Bank Payment		2,137,718			2,137,718	
Cash Payments - New Joiners		2,170,550	44,250		2,214,800	
Payroll Total		16,981			16,981	
Extra Overtime		2,197,541	44,250		2,241,791	
Cash Sales Commission						
Grand Total		522	44,250		566	

Accounts Department

Sr. Manager HR

Sr. Manager Finance

General Manager

Payroll Cost Analysis FTM & YTD MAR 2023										
	Actual FTM Mar 2022	Budget FTM Mar 2023	Actual FTM Mar 2023	% Change Over LY	% Change over Budget	Actual YTD Mar 2022	Budget YTD Mar 2023	Actual YTD Mar 2023	% Change Over LY	% Change over Budget
DCL										
Payroll Cost	1,985,715	1,929,082	1,899,224	-4%	-2%	5,709,467	5,631,386	5,416,273	-5%	-4%
Revenue	15,825,779	15,793,304	15,842,869			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%		

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

2,210,034 Gross Payroll DCC/DPF/DCC

Dandy Payroll cost	QAR
Payroll-Mar 23	1,661,581
Commision -Mar 23 Provision 1.5% of sales	237,643
Total	1,899,224

1,899,224

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

Division	Head Count	Basic	HRA	Trav. All	Tel. All	Liv. Cost	Sales Commission	Work All	Other All	OT	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/DCC/PPC	740	1,255,960	268,442	13,498			161,797		212,708	292,629	2,210,034	21,971	-	2,188,063	732	2,132,226	77,808
	740	1,255,960	268,442	13,498			161,797		212,708	292,629	2,210,034	21,971	-	2,188,063	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	2,635,926	2,450,144	2,290,876	2,409,504	2,400,817	2,346,850	2,345,578	2,484,137	2,256,128	2,132,226	2,210,034	28,435,096
Increase/(Decrease)		163,050	(185,782)	(159,268)	118,628	(8,687)	(53,967)	(1,272)	138,559	(228,009)	(123,902)	77,808	

(In comparison with the previous month)

Dandy	<p>As compared to Feb 2023 the gross outflow is increased by QAR 77,808 majority because of following reasons:</p> <ol style="list-style-type: none"> 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 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. <p>The above increase in outflow is off set by below decrease in outflow</p> <ol style="list-style-type: none"> 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 by QAR 20K. Over time 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. 												
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[Signature]

Prepared By
Sr. Manager Finance

[Signature]

Reviewed by
General Manager

Reviewed by
Zad Finance

Salary Comparison Current Vs Previous month

SN	Description	Gross Amt in Qr	Net Amt in Qr	No of Employees
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
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
6	Normal Overtime & Public Overtime payments (Operation Team)	282,293	301,566	(19,273)
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)
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	-	-	-

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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.

Over time is paid in one month arrears. There were 28 days in February compared to 31 in January leading to decrease in overtime.

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.