

ROZITECH CONSULTING

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# ConsultPro vs Seamless HR

Payroll Module Gap Analysis

## Executive Summary

This document provides a comprehensive comparison between ConsultPro's existing Payroll capabilities and Seamless HR's Payroll module. ConsultPro has strong Nigerian tax compliance foundations but requires enhancements in reporting, multi-currency, approval workflows, and integration capabilities to achieve feature parity.

24

FEATURES  
MATCHED

8

PARTIAL / DB  
READY

26

GAPS IDENTIFIED

45%

GAP PERCENTAGE

## Nigerian Tax Compliance - Both Systems

7-24%

PAYE TAX BANDS

8% + 10%

PENSION (EMP + EMPLOYER)

2.5%

NHF CONTRIBUTION

1%

NSITF (EMPLOYER)

1%

ITF (EMPLOYER)

CRA

CONSOLIDATED RELIEF

## Feature Comparison Matrix

| FEATURE                                   | SEAMLESS HR | CONSULPRO | STATUS |
|---|-------------|-----------|--------|
| <strong>DASHBOARD &amp; OVERVIEW</strong> |             |           |        |
| Payroll dashboard with visualizations     | ✓           | ✗         | GAP    |

| FEATURE                               | SEAMLESS HR | CONSULTPRO | STATUS   |
|---------------------------------------|-------------|------------|----------|
| Last net pay / YTD net display        | ✓           | ✗          | GAP      |
| Cost center salary breakdown charts   | ✓           | ✗          | GAP      |
| Switch between payroll cycles         | ✓           | ✓          | MATCH    |
| <b>PAYROLL CONFIGURATION</b>          |             |            |          |
| Allowances configuration              | ✓           | ✓          | MATCH    |
| Deductions configuration              | ✓           | ✓          | MATCH    |
| Bulk upload (allowances/deductions)   | ✓           | ✗          | GAP      |
| Pay grades with allowances/deductions | ✓           | ✗          | GAP      |
| Working days per pay grade            | ✓           | ✗          | GAP      |
| Cost centers (region/state/country)   | ✓           | ●          | PARTIAL  |
| Pay groups                            | ✓           | ✗          | GAP      |
| <b>TAX CONFIGURATION</b>              |             |            |          |
| Automatic PAYE calculation            | ✓           | ✓          | MATCH    |
| Progressive tax bands (6 tiers)       | ✓           | ✓          | MATCH    |
| Custom tax table override             | ✓           | ✗          | GAP      |
| Tax relief types configuration        | ✓           | ●          | CRA ONLY |
| Consolidated Relief Allowance (CRA)   | ✓           | ✓          | MATCH    |
| <b>STATUTORY DEDUCTIONS</b>           |             |            |          |
| Pension calculation (8% + 10%)        | ✓           | ✓          | MATCH    |
| NHF calculation (2.5%)                | ✓           | ✓          | MATCH    |
| NSITF employer (1%)                   | ✓           | ✓          | MATCH    |
| ITF employer (1%)                     | ✓           | ✓          | MATCH    |
| Cooperative deductions                | ✓           | ◊          | DB READY |
| Loan deductions                       | ✓           | ✓          | MATCH    |

| FEATURE                                      | SEAMLESS HR | CONSULTPRO | STATUS                |
|--|-------------|------------|-----------------------|
| <strong>PAYROLL PROCESSING</strong>          |             |            |                       |
| Monthly payroll run                          | ✓           | ✓          | <span>MATCH</span>    |
| Multiple pay frequencies (2x, 3x/month)      | ✓           | ✗          | <span>GAP</span>      |
| Exchange rate per payroll run                | ✓           | ✗          | <span>GAP</span>      |
| Timesheet/overtime tracking                  | ✓           | ✗          | <span>GAP</span>      |
| Payroll updates (bonuses, adjustments)       | ✓           | ❖          | <span>DB READY</span> |
| Bulk upload payroll changes                  | ✓           | ✗          | <span>GAP</span>      |
| Variance report generation                   | ✓           | ✗          | <span>GAP</span>      |
| Pro-rata calculations                        | ✓           | ✗          | <span>GAP</span>      |
| <strong>APPROVAL WORKFLOW</strong>           |             |            |                       |
| Draft → Processing → Approved → Paid         | ✓           | ✓          | <span>MATCH</span>    |
| Multi-step approval workflow                 | ✓           | ✗          | <span>GAP</span>      |
| Two-factor authentication for approvals      | ✓           | ✗          | <span>GAP</span>      |
| Fund disbursement approval                   | ✓           | ✗          | <span>GAP</span>      |
| <strong>PAYMENTS &amp; DISBURSEMENT</strong> |             |            |                       |
| Virtual wallet for payments                  | ✓           | ✗          | <span>GAP</span>      |
| Direct bank payments                         | ✓           | ✗          | <span>GAP</span>      |
| Multi-currency support                       | ✓           | ❖          | <span>DB READY</span> |
| Bank schedule/file export                    | ✓           | ✗          | <span>GAP</span>      |
| <strong>PAYSLEIPS</strong>                   |             |            |                       |
| Payslip generation                           | ✓           | ✓          | <span>MATCH</span>    |
| PDF download                                 | ✓           | ✓          | <span>MATCH</span>    |
| Configurable payslip template                | ✓           | ✗          | <span>GAP</span>      |
| Show/hide fields option                      | ✓           | ✗          | <span>GAP</span>      |

| FEATURE                                 | SEAMLESS HR | CONSULTPRO | STATUS       |
|---|-------------|------------|--------------|
| Year-to-date values on payslip          | ✓           | ✗          | GAP          |
| Exchange rate on payslip                | ✓           | ✗          | GAP          |
| Email payslips to employees             | ✓           | ✗          | GAP          |
| ESS payslip viewing                     | ✓           | ✓          | MATCH        |
| <b>REPORTS</b>                          |             |            |              |
| Custom report builder                   | ✓           | ✗          | GAP          |
| Bank summary report                     | ✓           | ✗          | GAP          |
| Pension report                          | ✓           | ⚠️         | SUMMARY ONLY |
| Tax summary report                      | ✓           | ⚠️         | SUMMARY ONLY |
| Cost to company report                  | ✓           | ✗          | GAP          |
| Cost center reports                     | ✓           | ✗          | GAP          |
| Departmental reports                    | ✓           | ✗          | GAP          |
| CSV/Excel export                        | ✓           | ✗          | GAP          |
| <b>STATUTORY REMITTANCES</b>            |             |            |              |
| Remittance tracking                     | ✓           | ✓          | MATCH        |
| Auto-generate from payroll run          | ✓           | ✓          | MATCH        |
| Overdue alerts                          | ✓           | ✓          | MATCH        |
| PFA management (19 providers)           | ✓           | ✓          | MATCH        |
| <b>EMPLOYEE MANAGEMENT</b>              |             |            |              |
| Employee list with filters              | ✓           | ✓          | MATCH        |
| Filter by department/pay grade/location | ✓           | ⚠️         | PARTIAL      |
| Exclude from payroll option             | ✓           | ✗          | GAP          |
| Benefit in kind tracking                | ✓           | ✗          | GAP          |
| <b>INTEGRATION &amp; SECURITY</b>       |             |            |              |

| FEATURE                                 | SEAMLESS HR | CONSULTPRO | STATUS |
|---|-------------|------------|--------|
| Third-party integrations (Sage, Oracle) | ✓           | ✗          | GAP    |
| API-driven architecture                 | ✓           | ✓          | MATCH  |
| Audit trail                             | ✓           | ✓          | MATCH  |
| Multi-tenant isolation                  | ✓           | ✓          | MATCH  |

# Priority Gap Analysis

## HIGH PRIORITY

Critical payroll functionality for enterprise clients

### 1. Payroll Reports & Exports

- Bank summary report for payment processing
- CSV/Excel export for all reports
- Cost to company and departmental reports
- Variance reports between payroll runs

### 2. Bank Schedule Generation

- Generate bank file for bulk salary transfers
- Support multiple bank formats (CBN, NIBSS)
- Payment reconciliation tracking

### 3. Multi-Step Approval Workflow

- Configurable approval chain (HR → Finance → MD)
- Email notifications at each step
- Two-factor authentication for sensitive approvals

### 4. Email Payslips to Employees

- Bulk send payslips after approval
- PDF attachment with password protection
- Delivery confirmation tracking

### 5. Year-to-Date (YTD) Tracking

- YTD gross, tax, pension on payslips
- YTD dashboard for employees
- Annual tax summary for employees

**MEDIUM PRIORITY**

Enhanced functionality for operational efficiency

**6. Pay Grades System**

Standardized pay structures with automatic allowance/deduction assignment based on grade level

**7. Overtime & Timesheet Integration**

Track overtime hours and automatically include in payroll calculation

**8. Pro-rata Calculations**

Automatic proration for mid-month joiners/leavers and unpaid leave

**9. Bulk Upload Functions**

Excel/CSV upload for allowances, deductions, and payroll adjustments

**10. Configurable Payslip Templates**

Company-specific payslip layouts with selectable fields and branding

**LOWER PRIORITY**

Advanced features for comprehensive platform

**Additional Features**

- Multi-currency payroll with live exchange rates
- Virtual wallet integration for direct payments
- Multiple pay frequencies (bi-weekly, semi-monthly)
- Custom tax table overrides
- Payroll dashboard with visualizations
- Third-party accounting system integrations
- Benefit in kind tracking and taxation
- Custom report builder

**ConsultPro Existing Strengths****Complete PAYE Implementation**

All 6 Nigerian tax bands with CRA calculation per PITA 2021

**Full Statutory Compliance**

Pension, NHF, NSITF, ITF with correct rates and eligibility rules

**PFA Integration**

19 Nigerian PFAs pre-configured with RSA tracking

**Remittance Tracking**

Due dates, overdue alerts, payment confirmation, audit log

**Professional Payslips****Flexible Salary Components**

Branded PDF generation with detailed breakdown

8 component types with taxable/pension flags

## Recommended Implementation Roadmap

1

### Phase 1: Reports & Exports

- Bank summary report generation
- CSV/Excel export for all payroll data
- Pension schedule report by PFA
- PAYE report by state/region
- Year-to-date tracking on payslips

2

### Phase 2: Workflow & Communications

- Multi-step approval workflow configuration
- Email payslips to employees (bulk send)
- Approval notifications via email
- Variance report between months

3

### Phase 3: Advanced Processing

- Pay grades with default components
- Overtime/timesheet integration
- Pro-rata calculations
- Bulk upload for adjustments
- Configurable payslip templates

4

### Phase 4: Enterprise Features

- Multi-currency payroll processing
- Bank API integration for direct payments
- Payroll dashboard with analytics
- Custom report builder
- Third-party accounting integrations

## Feature Coverage Summary

| CATEGORY                   | MATCHED   | PARTIAL  | GAP       | COVERAGE   |
|----------------------------|-----------|----------|-----------|------------|
| Tax & Statutory Compliance | 7         | 2        | 1         | 80%        |
| Payroll Processing         | 2         | 1        | 5         | 38%        |
| Payslips & ESS             | 3         | 0        | 5         | 38%        |
| Reports                    | 0         | 2        | 6         | 13%        |
| Approval & Payments        | 1         | 0        | 6         | 14%        |
| Configuration              | 3         | 1        | 4         | 44%        |
| Remittances                | 4         | 0        | 0         | 100%       |
| Integration & Security     | 3         | 0        | 1         | 75%        |
| <b>TOTAL</b>               | <b>24</b> | <b>8</b> | <b>26</b> | <b>55%</b> |

Rozitech Consulting | ConsultPro Payroll Analysis  
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