ROZITECH CONSULTING   January 2026

ConsultPro vs Seamless HR

Employee Self-Service (ESS) Module Gap Analysis

Executive Summary

This document provides a comprehensive comparison between ConsultPro's existing Employee Self-Service (ESS) capabilities and Seamless HR's ESS module. The analysis identifies feature gaps, highlights existing strengths, and recommends a phased implementation roadmap to achieve feature parity.

27	**6**	**33**	**50%**
FEATURES MATCHED	PARTIAL IMPLEMENTATION	GAPS IDENTIFIED	GAP PERCENTAGE

Feature Comparison Matrix

FEATURE	SEAMLESS HR	CONSULTPRO	STATUS
LOGIN & ACCESS			
Employee login with email/password	✓	✓	MATCH
Return from leave auto-logout/re-access	✓	✗	GAP
Mobile app (Android/iOS)	✓	✗	GAP
Multi-tenant support	✓	✓	MATCH
PROFILE MANAGEMENT			
Profile completeness tracker (%)	✓	✗	GAP
Profile picture upload	✓	✗	GAP

FEATURE	SEAMLESS HR	CONSULTPRO	STATUS
Personal information (basic)	✓	✓	MATCH
Medical history	✓	✗	GAP
Family/dependents management	✓	✗	GAP
Next of kin/emergency contacts	✓	◑	PARTIAL
Bank account details	✓	✓	MATCH
Pension (PFA) account	✓	✓	MATCH
CV/Experience builder	✓	✗	GAP
Admin workflow for profile changes	✓	✗	GAP
"Nudge admin" reminder feature	✓	✗	GAP
DOCUMENT MANAGEMENT			
E-documents with folders	✓	◑	PARTIAL
Folder categories (degrees, certs, etc.)	✓	✗	GAP
Document approval workflow	✓	✗	GAP
Scan & upload originals	✓	✓	MATCH
LEAVE MANAGEMENT			
Apply for leave	✓	✓	MATCH
Leave types (annual, sick, maternity)	✓	✓	MATCH
Leave balance visibility	✓	✓	MATCH
Relief officer selection	✓	✗	GAP
Splitable leave (block calendar)	✓	✗	GAP
Leave calendar planning	✓	✗	GAP
View colleagues on leave	✓	✗	GAP
Half-day leave	✓	✓	MATCH

FEATURE	SEAMLESS HR	CONSULTPRO	STATUS
Holiday calendar	✓	✓	MATCH
PAYROLL & COMPENSATION			
Payslip viewing	✓	✓	MATCH
Payslip PDF download	✓	✓	MATCH
Earnings breakdown	✓	✓	MATCH
Deductions breakdown	✓	✓	MATCH
Tax calculation (PAYE)	✓	✓	MATCH
Pension contributions	✓	✓	MATCH
Multi-currency with exchange rates	✓	✗	GAP
Income overview dashboard	✓	◑	PARTIAL
Salary advance requests	✓	✗	GAP
TIME & ATTENDANCE			
Clock in/out (web)	✓	✗	GAP
Clock in/out (mobile)	✓	✗	GAP
Biometric integration	✓	✗	GAP
Attendance records	✓	✗	GAP
PERFORMANCE MANAGEMENT			
Set objectives (OKR/BSC)	✓	◑	PARTIAL
Initiate appraisals	✓	✗	GAP
Performance reviews	✓	✓	MATCH
Employee acknowledgement	✓	✓	MATCH
Exceptional achievements display	✓	✗	GAP
COMPETENCY & LEARNING			
Competency assessment	✓	✗	GAP

FEATURE	SEAMLESS HR	CONSULTPRO	STATUS
Knowledge gap identification	✓	✗	GAP
LMS - Training modules	✓	✓	MATCH
LMS - Lessons & quizzes	✓	✓	MATCH
LMS - Progress tracking	✓	✓	MATCH
LMS - Certificates	✓	✓	MATCH
Certificate social sharing	✓	✗	GAP
EMPLOYEE DIRECTORY			
View colleagues	✓	✗	GAP
Department/role info	✓	✗	GAP
Contact details visibility	✓	✗	GAP
Birthday reminders	✓	✗	GAP
Work anniversary reminders	✓	✗	GAP
ORGANIZATION			
Organogram (personal view)	✓	✗	GAP
Organogram (company view)	✓	✗	GAP
Company documents/handbook	✓	✓	MATCH
Policy library	✓	✓	MATCH
Policy acknowledgements	✓	✓	MATCH
REQUESTS & WORKFLOWS			
Requisitions (service/expense)	✓	✗	GAP
Redeployment requests	✓	✗	GAP
GRIEVANCE & WHISTLEBLOWING			
Anonymous whistleblowing	✓	✗	GAP
Grievance escalation (identified)	✓	✗	GAP

FEATURE	SEAMLESS HR	CONSULTPRO	STATUS
File attachment support	✓	✕	GAP
EXIT MANAGEMENT			
Resignation submission	✓	✕	GAP
Financial status visibility	✓	✕	GAP
Notice period calculation	✓	✕	GAP
Manage exclusivities/handover	✓	✕	GAP
Employment history	✓	✕	GAP
RECRUITMENT			
Internal job postings	✓	✕	GAP
Track applied jobs	✓	✕	GAP
Referral link sharing	✓	✕	GAP
SURVEYS & FEEDBACK			
Anonymous surveys	✓	✕	GAP
Multiple response types	✓	✕	GAP
ONBOARDING			
Onboarding checklist	✓	✓	MATCH
Document submission	✓	✓	MATCH
ESS activation flow	✓	✓	MATCH

Priority Gap Analysis

HIGH PRIORITY

Core ESS functionality required for competitive parity

1. Time & Attendance System

- Web-based clock in/out functionality
- Attendance records and reports
- API capability for biometric device integration

2. Leave Calendar & Relief Officer

- Splitable leave calendar for annual planning
- Relief officer selection during leave request
- Team leave visibility dashboard

3. Profile Completeness System

- Profile completeness percentage tracker
- Profile picture upload capability
- Medical history and dependents management

4. Salary Advance Requests

- Request percentage of salary before payday
- Multi-level approval workflow
- Integration with payroll deductions

5. Exit Management

- Digital resignation submission
- Notice period and financial calculations
- Handover notes and task management

MEDIUM PRIORITY

Enhanced functionality for improved user experience

6. Employee Directory

Searchable colleague database with birthday and work anniversary reminders

7. Organogram Visualization

Personal reporting structure view and company-wide organizational chart

8. Grievance & Whistleblowing

Anonymous complaint submission with file attachments and disciplinary workflow integration

9. Requisition System

Service and expense request workflows with multi-level approvals

10. Competency Management

Skills assessment framework with knowledge gap identification and training recommendations

LOWER PRIORITY

Nice-to-have features for comprehensive platform

Additional Features

- Multi-currency payroll with exchange rate display
- Anonymous employee survey system
- Internal job board with referral links
- Certificate social media sharing
- Return from leave auto-access workflow
- Native mobile applications (Android/iOS)

ConsultPro Existing Strengths

Nigeria Tax Compliance

Full PAYE progressive tax bands, Pension (8%+10%), NHF (2.5%), VAT, WHT

Multi-tenant Architecture

Schema-based tenant isolation for enterprise SaaS deployment

Comprehensive LMS

Training modules with lessons, quizzes, progress tracking, and certificates

22-Item Onboarding

Comprehensive checklist covering HR, documents, policies, IT, and orientation

Policy Acknowledgements

Working Days Calculation

Digital policy sign-off workflow with audit trail	Holiday-aware leave calculation with half-day support

Recommended Implementation Roadmap

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Phase 1: Core ESS Enhancement

→ Time & Attendance module (web clock in/out)

→ Profile completeness tracker with picture upload

→ Leave calendar with relief officer selection

→ Employee directory with colleague search

2

Phase 2: Financial Self-Service

→ Salary advance request module

→ Exit management with financial visibility

→ Requisition and expense claims system

3

Phase 3: Organization & Culture

→ Organogram visualization

→ Birthday and anniversary notifications

→ Anonymous whistleblowing system

→ Employee surveys module

4

Phase 4: Advanced Features

→ Competency assessment framework

→ Internal job board with referrals

→ Mobile app (PWA or native)

→ Biometric integration APIs