

ROZITECH CONSULTING

January 2026

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

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
REPORTS			
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
STATUTORY REMITTANCES			
Remittance tracking	✓	✓	MATCH
Auto-generate from payroll run	✓	✓	MATCH
Overdue alerts	✓	✓	MATCH
PFA management (19 providers)	✓	✓	MATCH
EMPLOYEE MANAGEMENT			
Employee list with filters	✓	✓	MATCH
Filter by department/pay grade/location	✓	🕒	PARTIAL
Exclude from payroll option	✓	✗	GAP
Benefit in kind tracking	✓	✗	GAP
INTEGRATION & SECURITY			

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

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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%
TOTAL	24	8	26	55%