

Streamline and Manage Payroll (EPIC PAY)

RheinBrücke Payroll Solution Based on Epicor

Wir verbinden Menschen und Technologie

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In the face of growing competition, businesses are turning their attention to acquiring new market territories globally to sustain growth and profitability. This results in increasing complexity and challenges for all functions within an organization, including HR. Implementing a robust payroll solution can empower HR to improve operational efficiencies, enhance compliance and support the organization's strategic business goals.

Managing and administering the payroll function is turning increasingly complex for organizations with employees spread across various departments and multiple locations. Stringent regulatory requirements vary across geographies requiring businesses to monitor and adapt reporting and compliance to local rules and regulations at every location. In addition, existing manual and legacy systems result in avoidable errors and time delays.

Today's global HR function needs the support of tools and systems to overcome these challenges and provide strategic support to the organization's leadership.

RheinBrücke offers a flexible and responsive payroll solution that can be customized to your specific requirements to enhance operational efficiencies and keep you compliant. Built on the Epicor ERP platform, this Payroll solution can handle complex logic like multiple payroll classes and deduction slabs, as well as different incentive or bonus brackets. It comes with inbuilt capabilities that enable the computation of complex income tax calculations and statutory deductions across global locations.

Managing payroll all the way from time sheets to tax computations

Our solution maintains multiple payroll employee information that can be mapped with existing Epicor ERP users. It also has the ability to manage multiple payroll classes such as salaried employees, contract employees, consultants, etc., and map them to the payroll employee module. For instance, management level employees can be grouped as a single payroll class and other employees as a separate class. Allowances attached at management group reflect for all the employees under the management pay category, thereby saving on manual effort of updating individual employee information.

The time module helps maintain inter country time sheets to reflect the various time standards in different countries of operation. The solution fetches payroll hours from time and expense entries in job management and maintains multiple deductions like Provident Fund, Pension etc. It has the ability to classify worked hours on the basis of regular hours, overtime (OT) hours and holiday OT hours for automatic computation of regular pay, Normal OT, Holiday OT. It also comes equipped with the ability to create elements of the pay structure such as basic pay, house rent allowance, utility allowance, etc., and the provision to define salary structure for each employee.

Key Features of the Solution

Flexible and responsive to create multi-company and multi-location payroll

Compliant with local laws

High level of security

Integration with General Ledger

Calculates pay, deductions, taxes, increments etc.



Helping you gear up payroll for today's requirements

RheinBrücke's solution leverages an automated approach for the computation of statutory deductions even in the most complex scenarios. Computation of statutory and non-statutory allowance/deductions based on the predefined

logic/formula happens automatically with the ability to change the tax slab as per the change in local law. Our automated, user friendly solution helps avoid human errors, save time and ensure compliance. Some of the additional benefits include:

The payroll management module allows organizations to assign separate managers to different payroll classes (eg contract employees, management class, etc.) to maintain data sanctity and security.

EpicPay module has been developed to align with existing Epicor's payroll capabilities with global requirements. This payroll module has been developed to extend the basic Epicor functionality with customizations designed to meet non-US regional requirements as a Epicor Professional Services Industry extension.



In a typical payroll environment, once the reports are generated entries/balances need to be incorporated with general ledger manually. Integration with the finance module ensures that our payroll module incorporates all payroll postings to the general ledger, without manual intervention. In addition, all allowances, deductions and taxes are calculated automatically, with the capability to change tax slabs for tax computation, there by reducing errors and the time required.

The employee segment is automatically mapped to the General Ledger account which ensures that the employee outstanding balance is maintained at the GL level. The ability to create and track multiple bank loan deductions also ensures that no deduction needs to be tracked outside the system, and results in superior efficiencies.

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ABOUT RHEINBRÜCKE

The tool has been developed as a Epicor Professional Services Industry extension by Epicor professional services's strategic global consulting partner, RheinBrücke IT Consulting. The company focuses on offering consulting, technology and outsourcing solutions and services that enable clients to stay competitive and achieve quick growth and profitability. With operational headquarters in Cologne, Germany, the company has a strong focus on the SME Market, with a deep understanding of what it takes for SMEs to succeed. RheinBrücke helps clients adapt to a changing marketplace by ensuring their IT ecosystems are relevant, efficient and perfectly tuned.