



Transforming your
potential into reality

Value Added Payroll

How a vendor can help you achieve
value-added payroll



Gabriella Barbara
Account Director Fusion5

<https://www.linkedin.com/in/gabriella-barbara-999b253/>

Gabriella.barbara@fusion5.co.nz

Mobile 021 194 2655

AGENDA

Because time
is *precious*

01

What is Value Added Payroll

02

The Employee Experience

03

Time & Attendance

04

Data

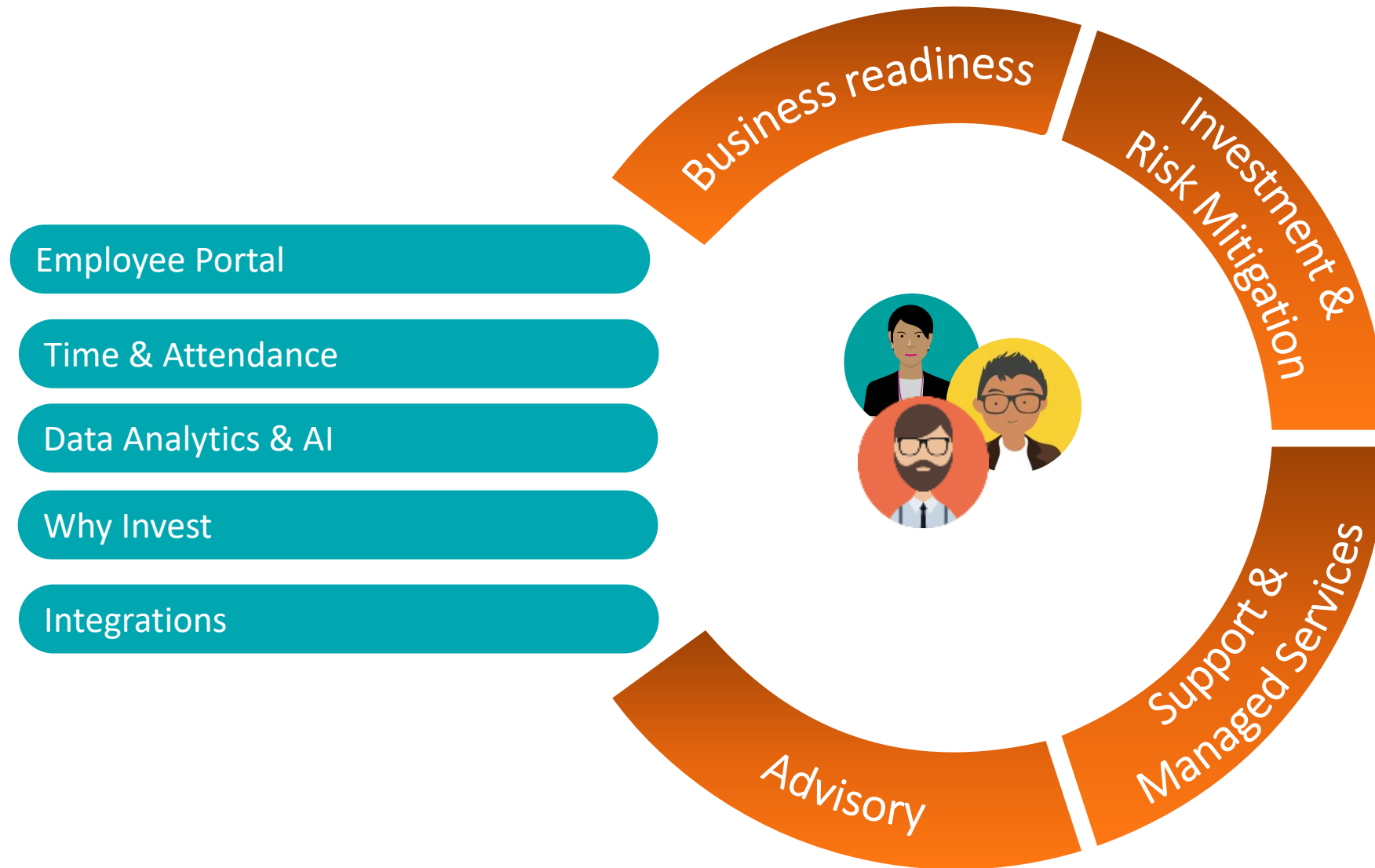
05

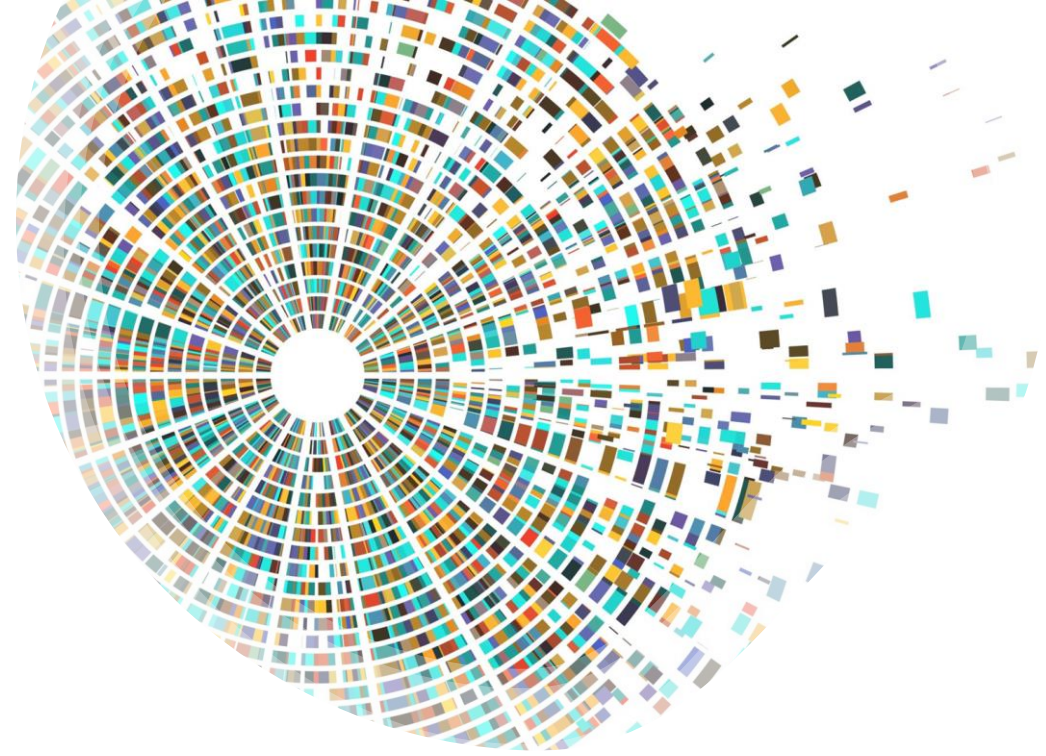
Integration

06

Invest

Creating meaningful *outcomes* for your business





The Employee Portal

The Age of the Internet

Empowering the Employee



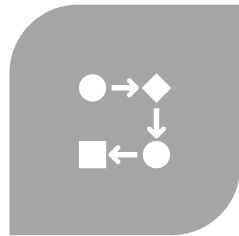
The Employee Portal

- Empower the Employee
- Reduce Administrative Workload
- Data relevancy
- Driving better data

Time & Attendance



AUTOMATED
CALCULATION OF
EMPLOYEE ENTITLEMENTS



EFFICIENT SHIFT
PLANNING, ROSTERING,
SCHEDULING



REAL TIME WORKFORCE
COSTS



ENHANCED COMPLIANCE



CONFIGURABLE OPTIONS



Whew!



Time & Attendance

- Complexity in Calculations
- Manual Errors
- Inconsistencies
- Time Consuming Process



The Value add to Payroll - T&A



Accuracy



Consistency



Efficiency



Adaptability



Compliance



Transparency

Data Analytics – Advanced Reporting

Employee Pay Calculation

Report run by FarahFawcett
Jemini Inc : 1. Weekly : 262 : PE 26/05/2024 : Standard - Calculated

2598	Abbott, Andre	Wellington	Kapiti	Allowances	Trans Start Date	Trans End Date	Quantity	Value	Deduction	Trans Start Date	Trans End Date	Value	Payments	Trans Start Date	Trans End Date	Value
				511 Hourly Pay Rate	20/05/2024	26/05/2024	25.000000	\$987.50	570 KiwiSaver - Employee	20/05/2024	26/05/2024	\$29.62	515 Net Pay	20/05/2024	26/05/2024	\$661.63
				999 GrossPay	20/05/2024	26/05/2024	0.000000	\$987.50	505 Student Loan	20/05/2024	26/05/2024	\$118.44	516 ADP Days	20/05/2024	26/05/2024	\$0.00
									500 PAYE	20/05/2024	26/05/2024	\$177.81	550 KiwiSaver - Employer	20/05/2024	26/05/2024	\$26.58
									560 ESCT	20/05/2024	26/05/2024	\$3.05				

Payroll: 1. Weekly Is Standard Paycycle: Yes Is Current:
 Paycycle: 1. Weekly : 262 : PE 26/05/2024... Transaction(s): 511:Hourly Pay Rate, 500:...

Pay Transaction Summary

Report run by FarahFawcett
Jemini Inc : 1. Weekly : 262 : PE 26/05/2024 : Standard - Calculated

Transaction Group	Transaction Type	Transaction Name	Is Backpay	Pay Period End Date	Start Date	End Date	Total Quantity	Total Amount
Allowances	Taxable earnings	511 : Hourly Pay Rate	No	26/05/2024	20/05/2024	26/05/2024	25.00	\$987.50
	Total						25.00	\$987.50
	Total						25.00	\$987.50
Deductions	Tax deduction	500 : PAYE	No	26/05/2024	20/05/2024	26/05/2024	0.00	\$177.81
		505 : Student Loan	No	26/05/2024	20/05/2024	26/05/2024	0.00	\$118.44
	Total						0.00	\$296.25
	Mandatory after-tax deduction	570 : KiwiSaver - Employee	No	26/05/2024	20/05/2024	26/05/2024	0.00	\$29.62
	Total						0.00	\$29.62
Payments	Employer Super	550 : KiwiSaver - Employer	No	26/05/2024	20/05/2024	26/05/2024	0.00	\$26.58
		560 : ESCT	No	26/05/2024	20/05/2024	26/05/2024	0.00	\$3.05
	Total						0.00	\$29.63
	Non-paying transaction	516 : ADP Days	No	26/05/2024	20/05/2024	26/05/2024	0.00	\$0.00
	Total						0.00	\$0.00
	Net Pay	515 : Net Pay	No	26/05/2024	20/05/2024	26/05/2024	0.00	\$661.63
	Total						0.00	\$661.63
Total							25.00	\$2,004.63

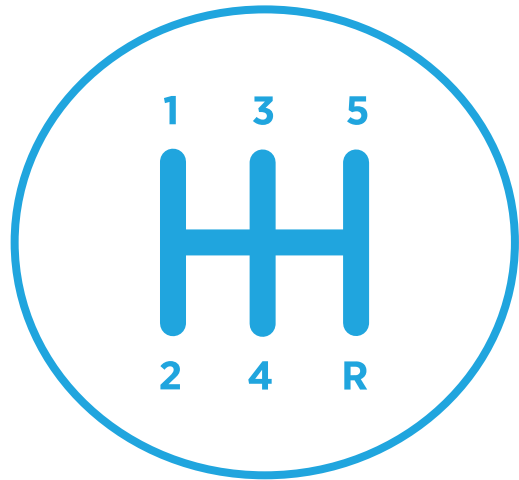
Visuals

Data Modelling

Data extraction and load

Data Analytics – the power of the payroll

Enhance the value of the payroll data



Control

Do you know the value of the data you have at your finger tips



Transparency

Boost your profile and share the powerful analytic potential



Independence

Empower your board, your leaders, your managers with informed metrics for informed decision making



Insight

Be a champion of your data, decisions made with informed data / information provide powerful insights

Data Analytics – the power of the payroll

Headcount Analysis

Headcount Analysis is summarised picture of starters minus the leavers. Drillthrough to view Starters, Leavers and Employee Headcount at a given point in time.

Report Refreshes every 24 hours.
Updated at 10 Jul 2024 - 06:03 AM

Headcount This Year

256✓

Last Year: 237 (+8.02%)

Total Starters This Year

21✓

Last Year: 21 (+0%)

Total Leavers This Year

2✓

Last Year: 3 (+33.33%)

Rate of Termination

0.78%✓

Last Year: 1.27%

Rate of Hire This Year

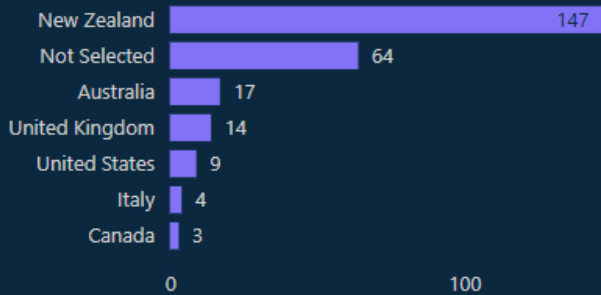
8.20%!

Last Year: 9%

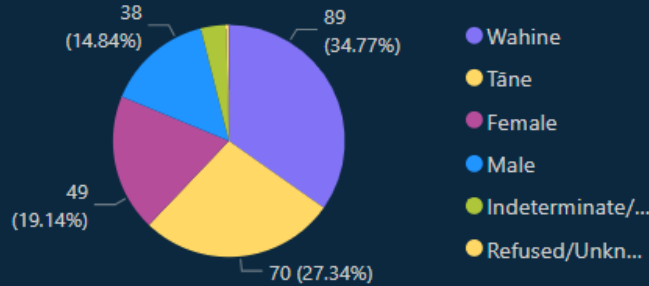
Year

2024

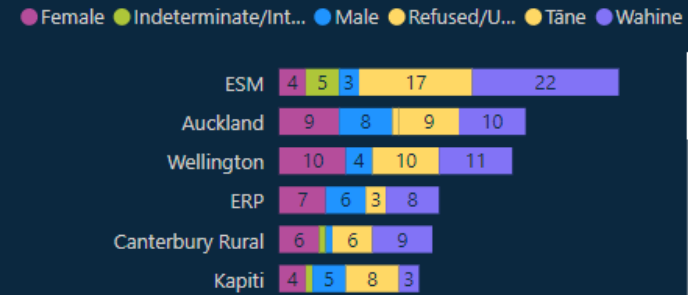
Headcount by Citizenship



Headcount Diversity by Gender



Headcount Diversity by Gender and Employee's Latest Org Component



Citizenship

Nationality

Ethnicity

Gender

Generation

Service Tenure

Level & Gender

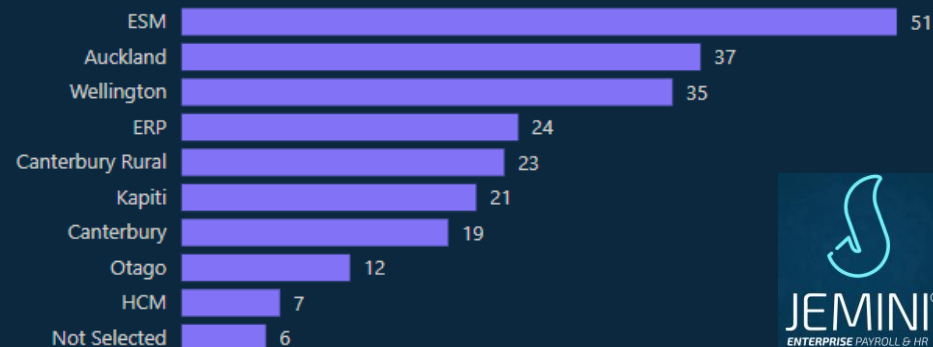
Pos Function & Gender

Org Component & Gender

Headcount by Employee's Latest Occupancy Position Establishment Title



Headcount by Latest Occupancy Organisation Component



Position Classification

Position Function

Position Establishment

Org Component

Level

Location

Occupancy Status

Employment status



Data Analytics – the power of the payroll

Leave Metric Analysis

Updated at 09 Jul 2024 - 06:01 AM

View leave by the number of days, a day could be any number of hours of leave taken. Hover over the metric to view the number of hours taken

Logged in as 
JEMINI
ENTERPRISE PAYROLL & HR


Right click on the visual bar to 'Drill Through' to Employee Details.

Report data refreshes every twenty four hours

Year:

Quarter:

Leave Date:



Total Leave Days: **208**
Last Year: 572

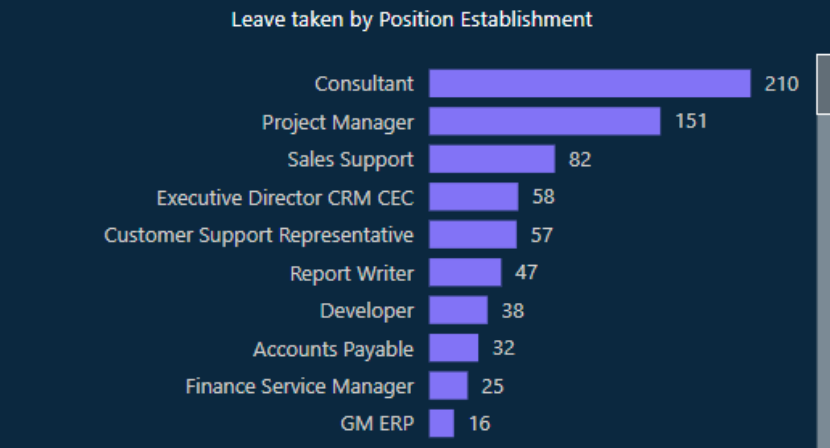
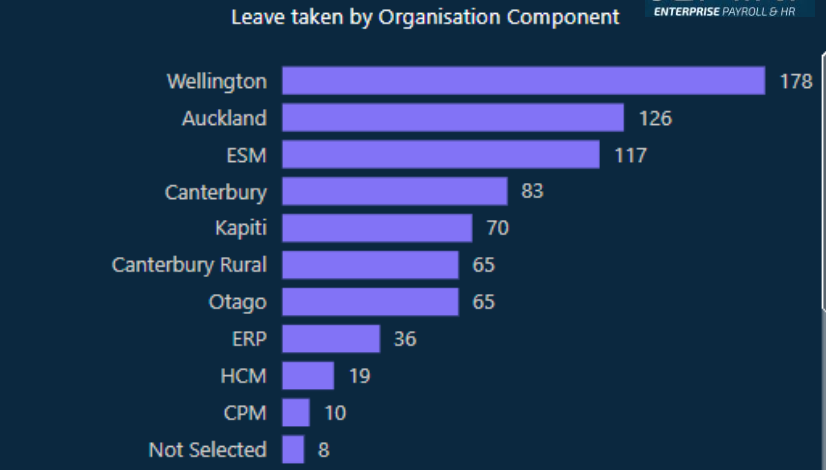
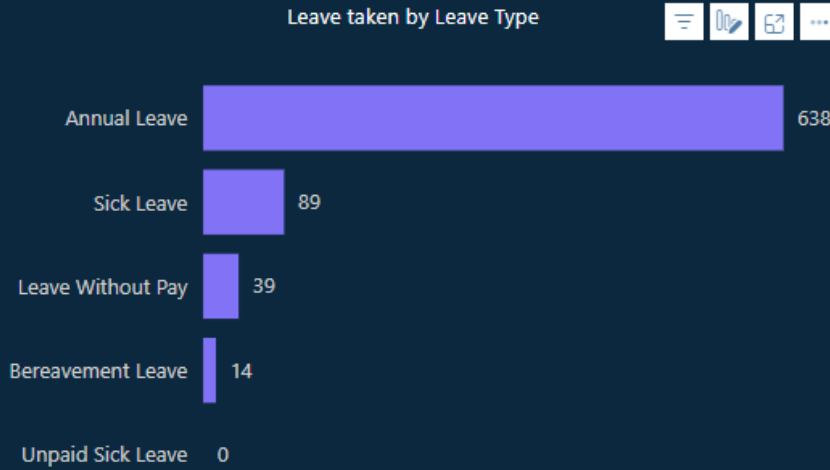
Average Total Leave Days: **0.82**
Last Year: 2.41

Total Annual Leave Days: **169**
Last Year: 469

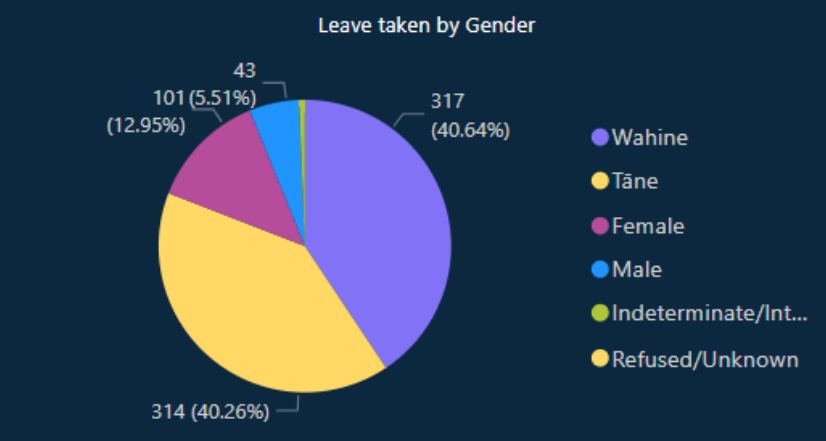
Average Annual Leave Days: **0.66**
Last Year: 1.98

Total Sick Leave Days: **35**
Last Year: 54

Average Sick Leave Days: **0.14**
Last Year: 0.23



Org component | Level | Location | Occupancy Status | Emp Status



Position Classification | Position Function | Position Establishment | Gender | Generation | Service Tenure

Data Analytics – the power of the payroll

Leave Trend Analysis

Report data refreshes every twenty four hours

Leave Type

Multiple selections

Year

2024

Leave Date

1/01/2023

31/12/2024

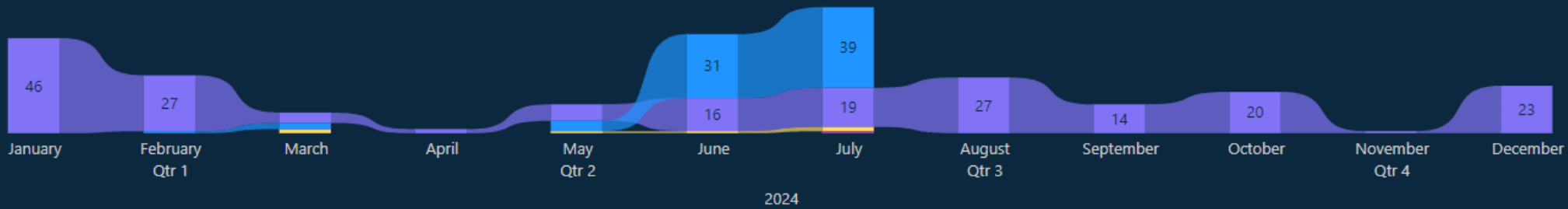
Logged in as FarahFawcett

Updated at 10 Jul 2024 - 06:03 AM

Total Leave days by Year, Quarter, Month and Leave Type



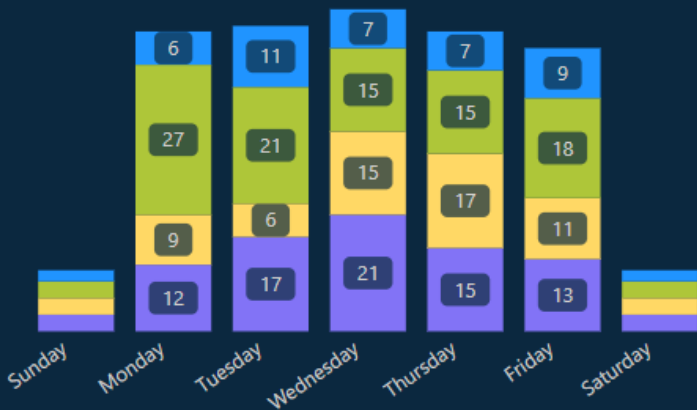
Leave Type ● Annual Leave ● Bereavement Leave ● Leave Without Pay ● Sick Leave ● Unpaid Sick Leave



Total Leave days by Day and Quarter

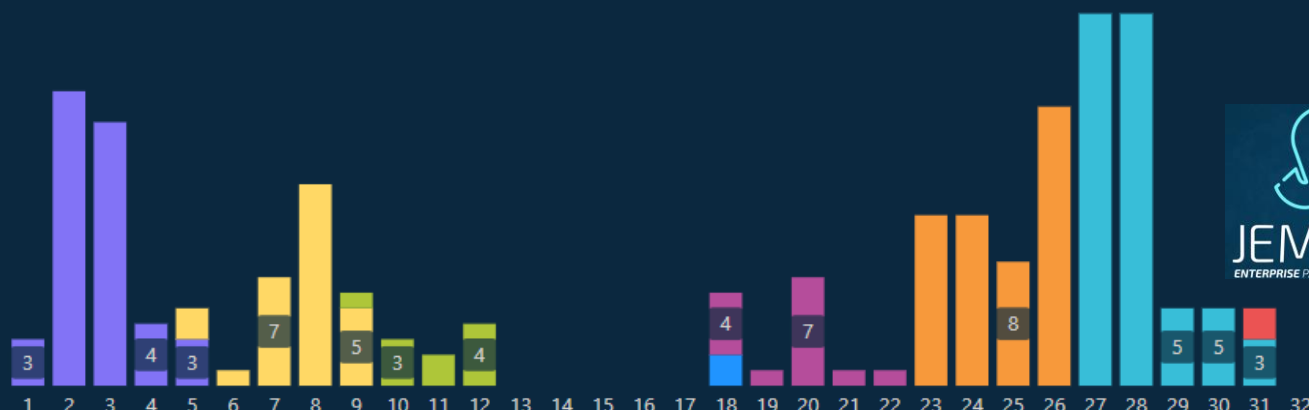


Quarter ● Qtr 1 ● Qtr 2 ● Qtr 3 ● Qtr 4



Total Leave days by Week Of Year and Month

Month ● January ● February ● March ● April ● May ● June ● July ● August ● September ● October ● November ● December



Data Analytics – the power of the payroll

Service Tenure Analysis

REPORT DATA REFRESHES EVERY TWENTY FOUR HOURS

Updated at 09 Jul 2024
- 06:00 AM

Logged in as FarahFawcett

Median Service Tenure

4.40

Average Service Tenure

5.20

Min Days of Service

8

Max Service Tenure

22.50

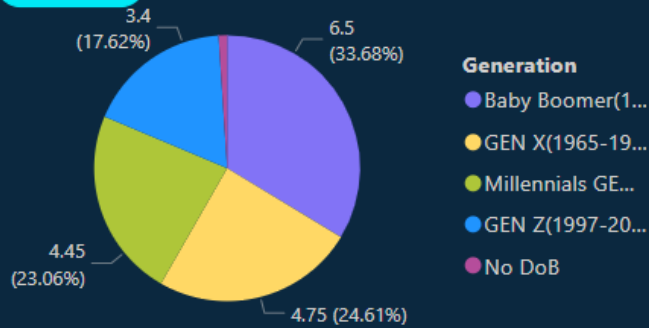


Filters

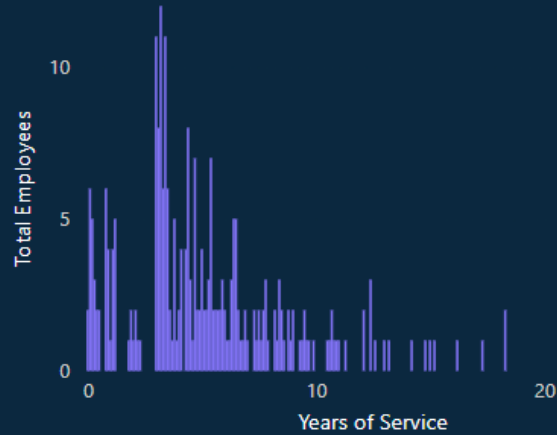
Service Tenure in years is the difference in number of days from employee commencement date until today divided by 365. Assumptions include there are 365 days in an year.

- Age Range
- Generation

Service Tenure by Generation



Distribution of Service Tenure



Service Tenure by Position Establishment



Generation

Gender

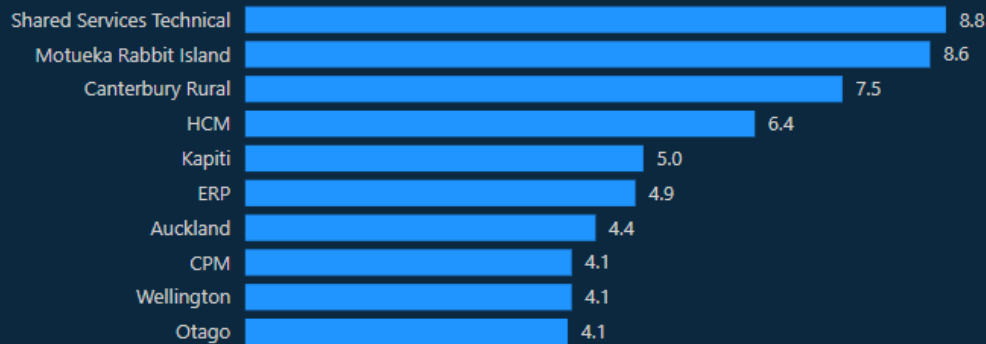
Service Tenure

Position Classification

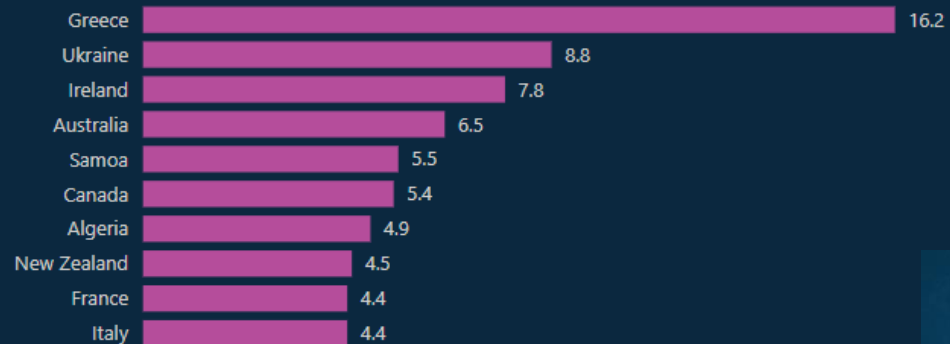
Position Function

Position Establishment

Service Tenure by Organisation Component



Service Tenure by Citizenship



Org Component

Level

Location

Employment Status

Occupancy Status

Citizenship

Nationality

Ethnicity

Iwi Region

Iwi



Tenure Analysis (by Commencement Date)

Service Years Completed (by Commencement Date)

Next Anniversary (by Commencement Date)

Tenure Analysis (by Service Start Date)

Years of Service Completed (by Service Start Date)

Next Anniversary

Integration

Integrating data with innovative technologies and holistic delivery

Integration

Connecting any combination of applications to support your goals

Streamline your architecture

Eradicate manual entry

Create better visibility

Data Flow Design and Field Mapping

Be more Secure

Have quality data

Set up for Success



Invest

Changing Conditions

**Employment conditions
don't stay the same**

We'll make it our
business to understand
your business



Invest

Training

**We hit the ground
running**

Our people have the
knowledge and expertise
you are looking for



Invest

Do more so you do less

We'll get it done right

Delivering quality
through great planning
and smart execution



Invest

Strategising or the Future

**We'll offer innovative
ideas and solutions**

If there is a better way,
we'll help you find it



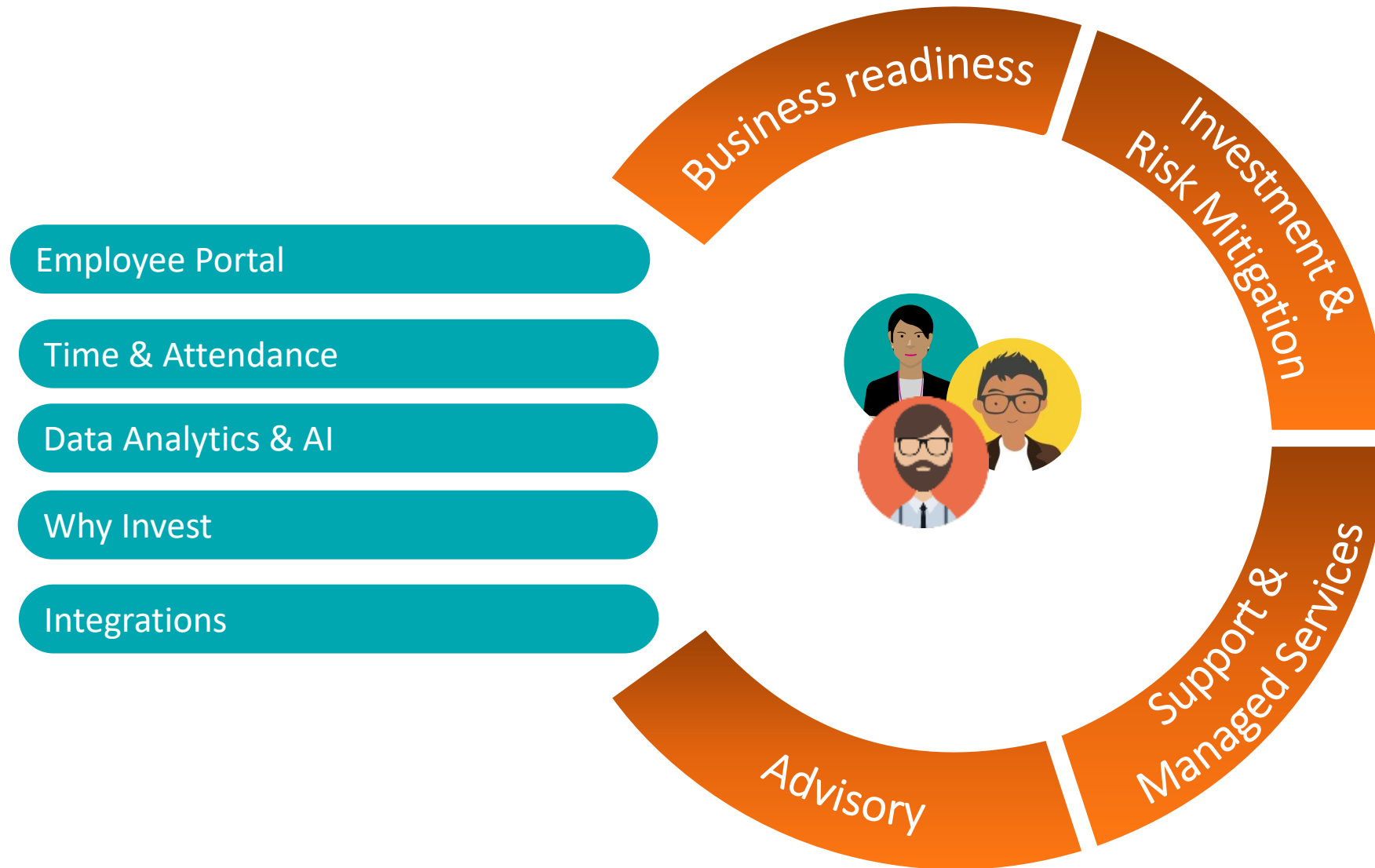
Invest

Support

**We'll be there when
you need us**






Phone, email, text
or chat, we'll listen
and respond

Creating meaningful *outcomes* for your business

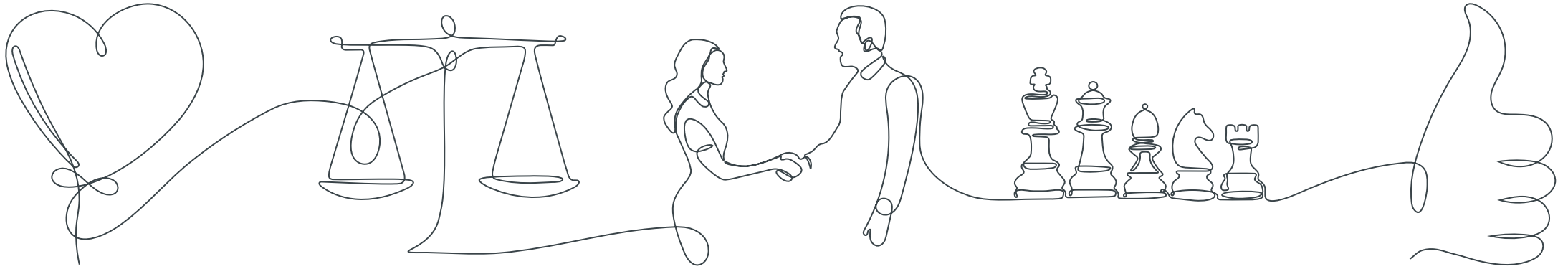


Transformation Advisory Services

Fusion5 Enabling Customer success through a 'whole of business' approach

 Digital Advisory	 Program Management and Governance	 Business Readiness	 Infrastructure and Security	 Quality Assurance
Agnostic Solution Selection Services & Business Case	Program Governance Framework Set Up	Organisational Change Management Services	Infrastructure Design	Test Strategy and Planning
Enterprise and Systems Architecture Review & Design	Program Management Services	Business Process Mapping	Security Design	Test Management
Business Capability Model Design	Engagement Management	Training Facilitation	Data Strategy & Infrastructure	Test Templates / Automation
IT Rationalisation & Modernisation	Benefit Realisation Framework	End User Documentation	Data Infrastructure Services	Test Team / Resources

Our *values*



PASSION

We inspire passion,
pursuing excellence
whilst having fun

INTEGRITY

We stay accountable
to doing what's right
with honesty and
respect

COMMITMENT

Committed to
generously
empowering each
other

TEAMWORK

We work
collaboratively to
provide timely
support and
leadership

SUCCESS

We celebrate the
delivery of quality
results and excellent
outcomes

The background features a series of overlapping, wavy lines that create a sense of depth and movement. The lines are primarily in shades of orange and teal, with some lines appearing as thin, light-colored outlines. The overall effect is a modern, fluid, and artistic design.

Thank you