HUMAN RESSOURCES - PAYROLL CALCULATION TOOL

BUSINESS CHALLENGE

New railway companies are faced with the challenge of technically integrating payroll systems to align with the many rules and exceptions inherited from parent companies (SNCF, SNCB) and gradually adjourn them alongside annual negotiations. These complex payroll systems require not only the gathering of eclectic data, but also its processing into extremely precise calculations to fuel usage counters by hour or activity types dictated by the employees' payment plan. In input and output both, the data must remain compatible with specific formats. Payroll management is a delicate activity that requires dedicated and reliable tools.

SOFTWARE SOLUTION

The payroll calculation system of Itersys is a web-based app created to calculate the premiums and indemnities which internation railway company train crews (Thalys, Eurostar) may benefit. By gathering monthly work time data, the tool is able to determine all direct payroll elements (salary and premiums) as well as longterm counters to evaluate further benefits, indemnities and complementary days off when the employees reach certain milestones. The app's secure database also serves as career data storage. Data which enables the monthly drafting of detailed worksheets, both printable or electronic.

KEY FEATURES

- Automatic calculation of representatives' indemnities based on entirely personalized rulesets
- Production of printable Excel/PDF files
- External data sources input to fuel representatives' days
- Customization of alarms for preselected events, such as a contract termination or a long holiday
- Extraction of calculated data via personalized requests
- Detailled follow-up of the staff's career evolution
- Multi-user work environment
- Secure system : secure hosting, IP restriction, encrypted login/password
- Easy setup – a web browser and internet connection suffice to use the app

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