

Software for the independently minded Paymaster!

Thank you for choosing 4PAY as YOUR PAYROLL Solution!

4PAY 4 Clever Dummies

4PAY 4 Clever Dummies

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Foreword

Dedicated to Ovido.

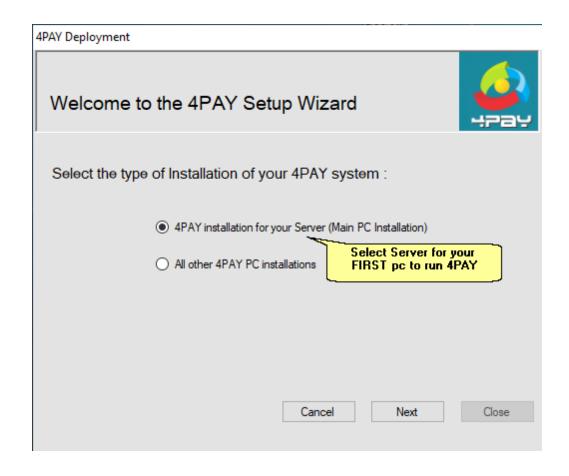
You inspire me!

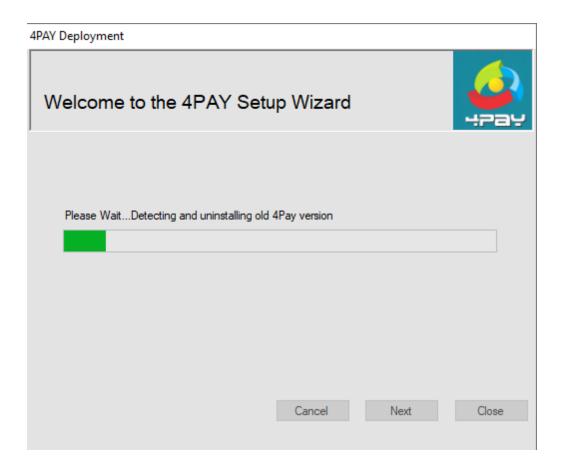
1 Installation

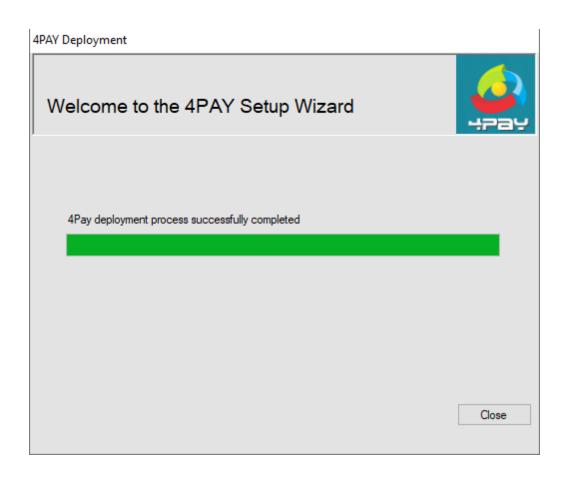
Hi!

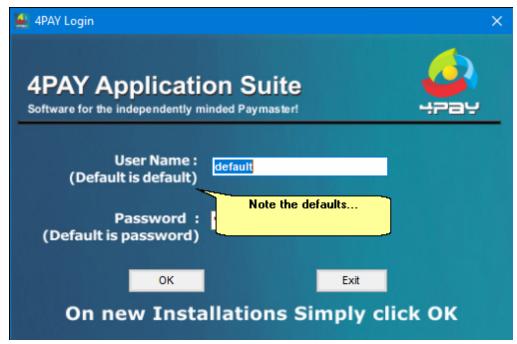
Welcome to the 4PAY Manual.



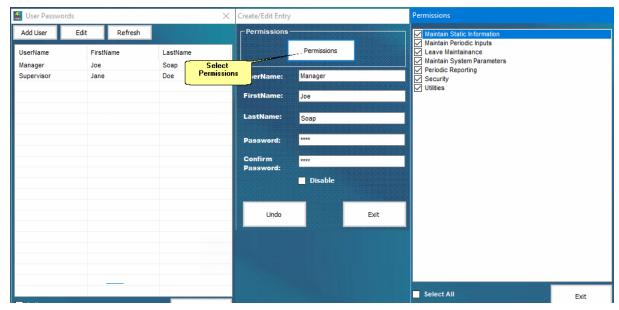












2 Getting Started

The system has been designed with simplicity in mind!

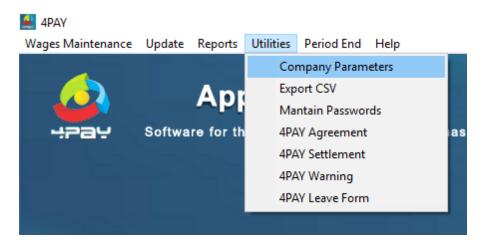
The concept is as follows:

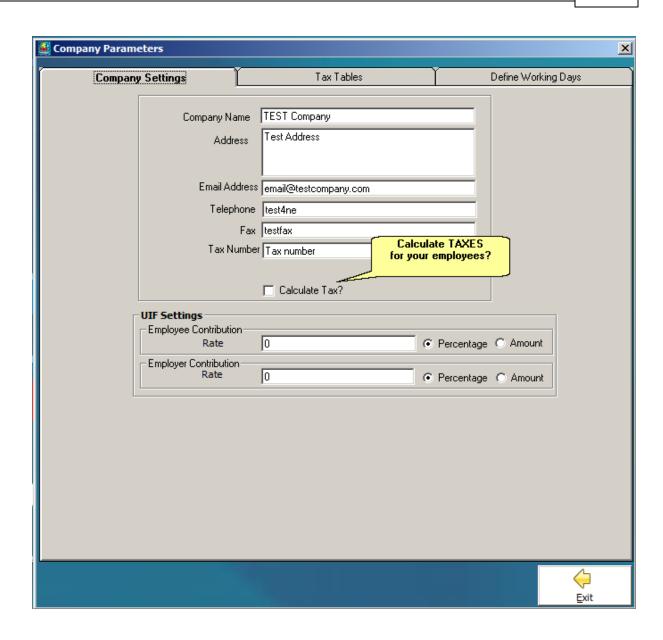
- 1. Maintain your static info of the workers.
- 2. Maintain the "period"/month hours that they have worked. Eg, 180 per month.
- 3. Run the Update.
- 4. Print the Wage slips & all related reports you require.

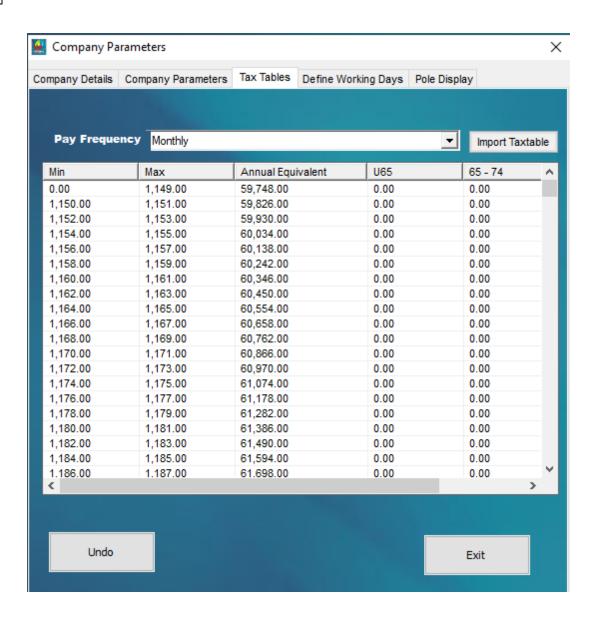
You can follow the steps above as many times as you wish until you are happy - Only then do the month end!

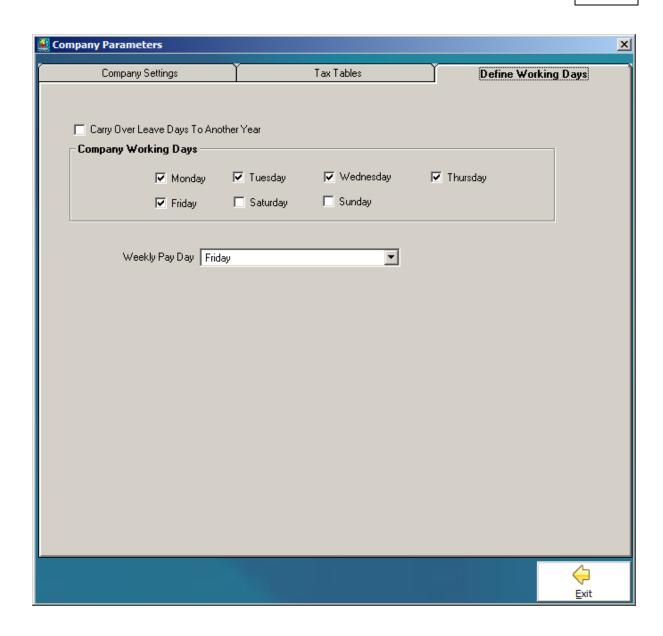
So, Lets get started:

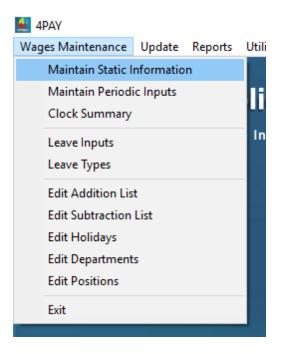
Firstly, Enter your company details:





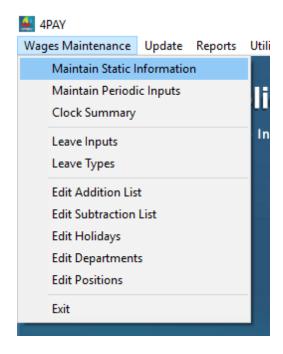




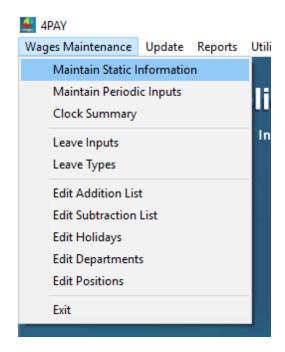


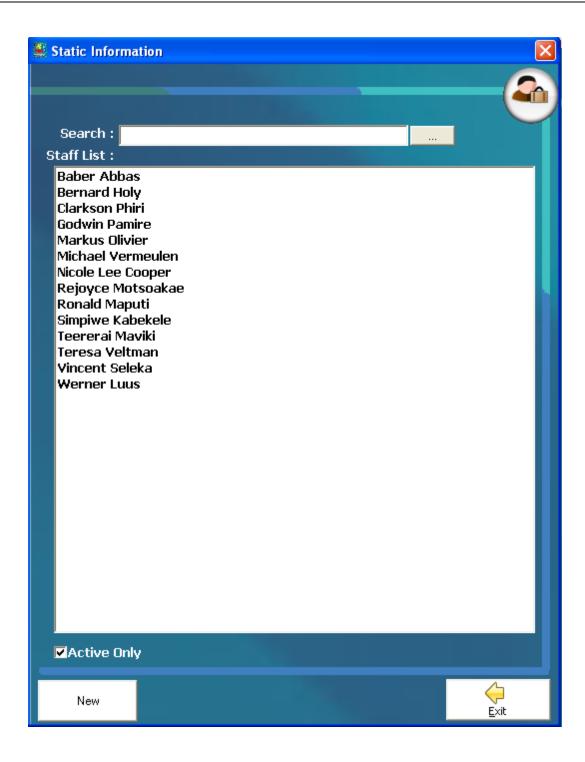
3 Maintenance

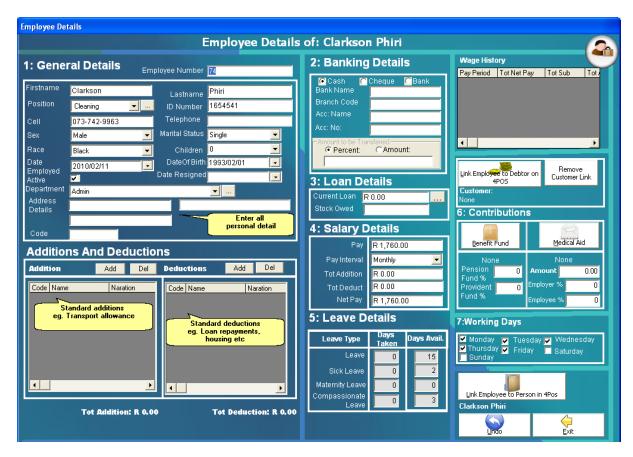
This section is used to maintain all your employee details & hours worked.



3.1 Maintain Employee Static Info





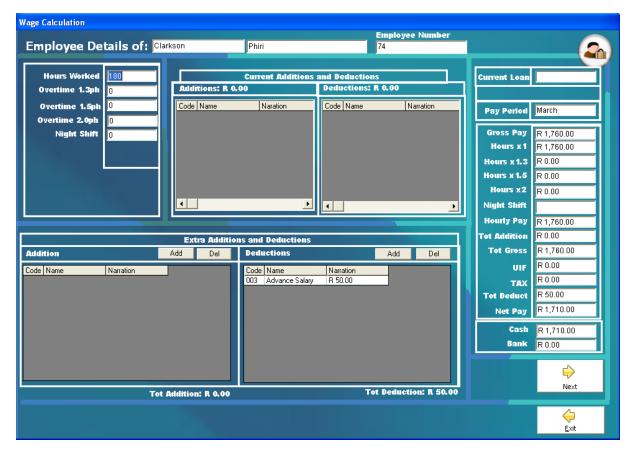


3.2 Maintain Periodic Info

The periodic info applies to the hours, additions & Deductions applicable to this period only!

Remember, additions OR subtractions are not allowed if the Static of that employee already includes the addition or deduction. In other words.

You cannot have static info for a loan deduction AND a periodic deduction as well.



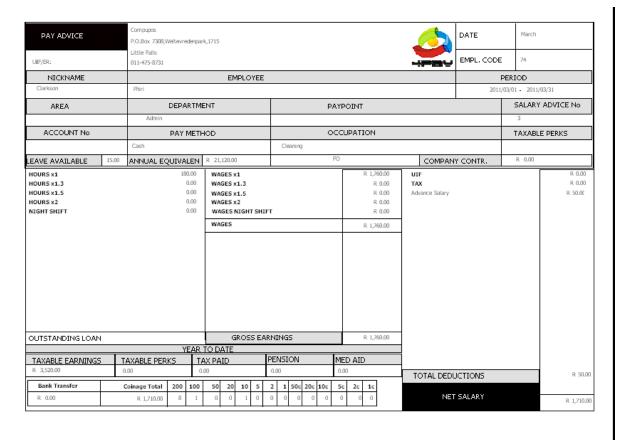
4 Update

The update is where all the calculations wrt TAX, UIF etc happens. Once you go back to maintain the static info OR Periodic Info, you HAVE to run the update to create the new files to print your reports.



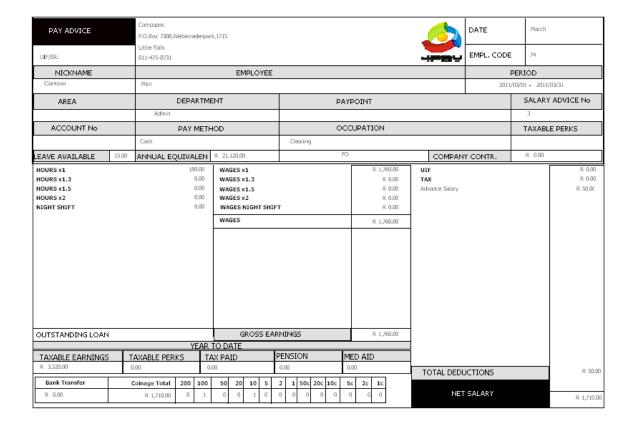
| | | | | HOURS x2 NIGHT SHIFT HOURLY PAY TAX UIF | | 0.0 0.0 5,000.0 0.0 | 00 00 00 | | | |
|-----|------------|----------|----------|---|-------|---|----------------------------------|------------|------|---|
| | ADDITION: | WTD | 0.00 | MTD | 0.00 | | YTD | 2,000.00 | | |
| | DEDUCTION: | WTD | 1,000.00 | MTD | 1,000 | .00 | YTD | 2,400.00 | | |
| 101 | Simpiwe | Kabekele | Female | е В | S | 0 | Admin | R 2,310.00 | 2.50 | 0 |
| | | | | HOURS x1.3 HOURS x1.5 HOURS x2 NIGHT SHIFT HOURLY PAY TAX UIF | | 180. 0.1 0.1 0.1 0.2,310.1 0.1 | 00 00 00 00 00 00 | | | |
| | ADDITION: | WTD | 0.00 | MTD | 0.00 | | YTD | 0.00 | | |
| | DEDUCTION: | WTD | 0.00 | MTD | 0.00 | | YTD | 600.00 | | |
| 79 | Teererai | Maviki | Male | В | | 0 | Support | R 5,000.00 | 0.00 | 0 |
| | | | | HOURS x1 HOURS x1.3 HOURS x1.5 HOURS x2 NIGHT SHIFT HOURLY PAY TAX UIF | | 36. 0. 0. 0. 0. 1,000. 0. | 00 00 00 00 00 00 | | | |
| | ADDITION: | WTD | 0.00 | MTD | 0.00 | | YTD | 0.00 | | |
| | DEDUCTION: | WTD | 0.00 | MTD | 0.00 | | YTD | 0.00 | | |

5 Reports



3 of 11 **Time And Date:** 13 Apr,2011 04:50AM Copyright 4PAY 2011

5.1 Pay slips



3 of 11 **Time And Date:** 13 Apr, 2011 04:50AM Copyright 4PAY 2011

5.2 Coinage Analysis

TEST Company

Coinage Report for May 2011



| EmpCode | Name | Persor | ı LastNa | ımı | R 200R | 100 | R 50 R | 20 R | 10 | R 5 R | 2 | <u>R 1</u> | <u>50c</u> | <u>20c</u> | <u>10c</u> | <u>5c</u> | <u>2c</u> | <u>1c</u> | CoinTotal |
|---------|--------|-----------|----------|-------|--------|------|--------|------------|----|-------|---|------------|--------------|------------|------------|-----------|-----------|------------|-----------|
| 82 | Amber | Hamn | nan | | 27 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 400.00 |
| 86 | Calvin | Klein | | | 90 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | 0 | | 0 | 18 000.00 |
| 1 | John | Doe | | | 111 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | <u>_</u> | 0 | | 1 | | - <u>1</u> | 22 355.56 |
| 83 | Morgan | Fora | | | 12 | 1 | | 0 | 0 | 0 | 0 | 0 | ₀ | 0 | | 0 | | _ 0_ | 2 500.00 |
| 84 | Tina | Davis | | | - 8 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | 0 | 1 675.00 |
| | | | R 200 | R 100 | R 50 | R 20 | R 10 | <u>R 5</u> | R | 2 R | 1 | <u>50c</u> | 20c | 10c | <u>5c</u> | 20 | 10 | : | |
| To | tal | 49 930.56 | 248 | 2 | 2 | 1 | 0 | 2 | | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 1 | | |

| R 200 | 49 600.00 |
|--------------|-----------|
| <u>R 100</u> | 200.00 |
| <u>R 50</u> | 100.00 |
| R 20 | 20.00 |
| <u>R 10</u> | 0.00 |
| <u>R 5</u> | 10.00 |
| <u>R 2</u> | 0.00 |
| <u>R 1</u> | 0.00 |
| <u>50c</u> | 0.50 |
| 20c | 0.00 |
| <u>10c</u> | 0.00 |
| <u>5c</u> | 0.05 |
| <u>2c</u> | 0.00 |

5.3 Bank Transfers to be Made

TEST Company

Transfers for the Period: May 2011



| FirstName | <u>LastName</u> | Bank Name | Bank Code | Account Name | Account Number | Total |
|---------------------|-----------------|-----------|-----------|--------------|----------------|--------------------------|
| Amber | Hamman | Fnb | 111 222 | Amber Hamman | 123456789 | R 5 400,00 |
| John Grand Total | Doe | Absa | 330-712 | John Doe | 111-222-333 | R 3 000,00 R 8 400,00 |

gns\4PAY\Manual\clip0015.bmp played at 59.11%

5.4 Hours Worked

TEST Company







| <u>Title</u> | First Name | Last Name | HRS1 | HRS13 | HRS15 | HRS20 |
|--------------|------------|-----------|--------|-------|-------|-------|
| | Amber | Hamman | 180.00 | 0.00 | 0.00 | 0.00 |
| | Calvin | Klein | 180.00 | 0.00 | 0.00 | 0.00 |
| | John | Doe | 185.00 | 0.00 | 0.00 | 0.00 |
| | Morgan | Fora | 180.00 | 0.00 | 0.00 | 0.00 |
| | Tina | Davis | 180.00 | 0.00 | 0.00 | 0.00 |
| Grand Total: | | | 905.00 | 0.00 | 0.00 | 0.00 |

5.5 Additions

TEST Company



Monthly Additions For May, 2011

| Person FirstName | Person LastName | Amount |
|------------------|-----------------|------------|
| May | | |
| Bonus | | |
| John | Doe | R 5 000.00 |
| Amber | Hamman | R 1 000.00 |
| | | R 6 000.00 |
| Grand Total | | R 6 000.00 |

5.6 Deductions

TEST Company



Monthly Deductions For May 2011

| <u>FirstName</u> May | <u>LastName</u> | <u>Amount</u> |
|-------------------------|-----------------|---------------|
| Clothing | | |
| John | Doe | R 200.00 |
| Amber | Hamman | R 200.00 |
| Tina | Davis | R 200.00 |
| | | R 600.00 |
| Medical Aid | | |
| Tina | Davis | R 500.00 |
| | | R 500.00 |
| Pension Fund | | |
| Tina | Davis | R 125.00 |
| | | R 125.00 |
| May | | R 1 225.00 |
| Grand Total | | R 1 225.00 |
| | | |

5.7 IRP5

IRP 5

Employee Tax Certificate



EMPLOYER INFORMATION

| COMPANY NAME: 4PAY Demo | |
|----------------------------|------------|
| IRP5 NUMBER: [IRP5 Number] | ADDRESS: |
| TAX YEAR: 2019 | TELEPHONE: |
| 17A 1EAN: 2015 | EMAIL: |
| REFERENCE NUMBER: | FAX: |

EMPLOYEE INFORMATION:

| EMPLOYEE NAME: | Testa t | ADDRESS: |
|-----------------------------|---------------------|--------------------|
| NATIONALID/PASSPORT NUMBER: | tt | INCOME TAX NUMBER: |
| DATE OF BIRTH: | 2001-02-12 00:00:00 | EMPLOYEE NUMBER: 1 |

TAX CALCULATION INFORMATION:

| PERIOD EMPLOYED FROM | 2019-02-12 00:00:00 | PERIOD EMPLOYED TO: | Present |
|--------------------------|---------------------|---------------------|---------|
| PAY PERIODS IN TAX YEAR: | 3 | FIXED RATE INCOME: | R15,000 |

INCOME SOURCES

| Code | <u>Description</u> | <u>Amount</u> |
|------|--------------------|---------------|
| 3601 | EARNINGS | R41,667 |
| 3605 | FRINGE BENEFITS | R0 |

GROSS REMUNERATION

| Code | <u>Description</u> | <u>Amount</u> |
|------|-------------------------------------|---------------|
| 3695 | GROSS TAXABLE ANNUAL PAYMENTS | R41,667 |
| 3696 | GROSS NON-TAXABLE INCOME | R0 |
| 3697 | GROSS RETIREMENT FUNDING INCOME | R0 |
| 3698 | GROSS NON-RETIREMENT FUNDING INCOME | R0 |
| 3699 | GROSS TOTAL | R41,667 |

DEDUCTIONS

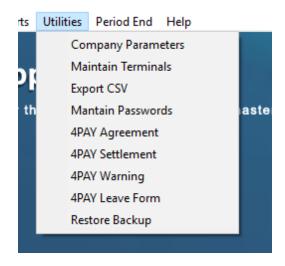
| <u>Code</u> | <u>Description</u> | <u>Amount</u> |
|-------------|------------------------------|---------------|
| 4001 | PENSION FUND CONTRIBUTIONS | R0 |
| 4003 | PROFIDENT FUND CONTRIBUTIONS | R0 |
| 4005 | MEDICAL AID CONTRIBUTIONS | R0 |

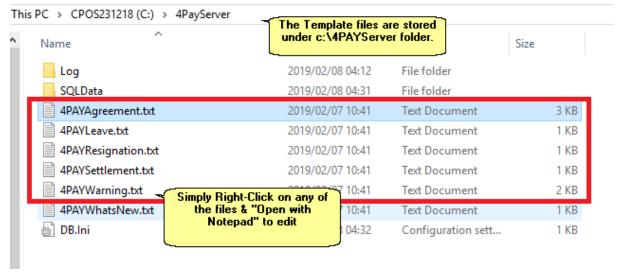
EMPLOYEES TAX DEDUCTION

| Code | Description | Amount |
|------|--|--------|
| 4101 | STANDARD INCOME TAX ON EMPLOYEES-SITE | R0 |
| 4102 | PAYE AS YOU EARN-PAYE | R0 |
| 4141 | EMPLOYEE AND EMPLOYER UIF CONTRIBUTION | R0 |
| 4103 | TOTAL EMPLOYEES TAX | R0 |

| Page 1 of 1 | Date and 2019/02/1207:42:44 | Copyright 4PAY 2011 |
|-------------|-----------------------------|---------------------|
|-------------|-----------------------------|---------------------|

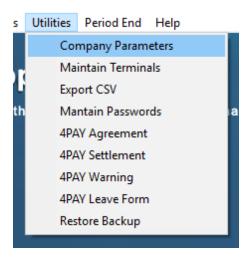
6 4PAY Utilities

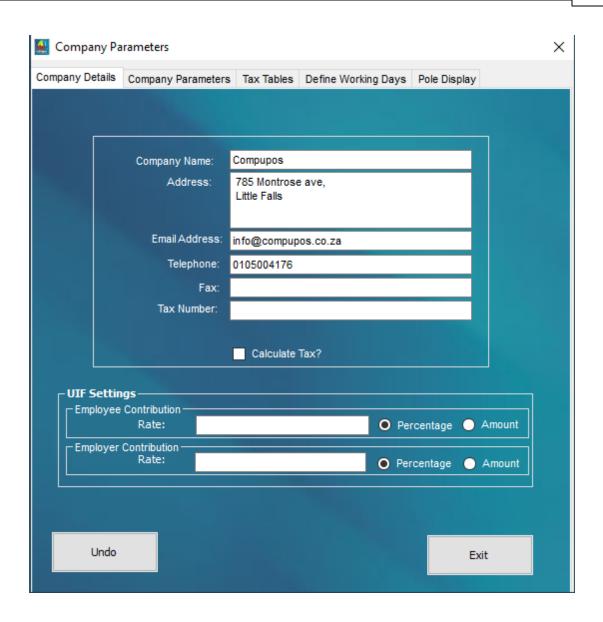


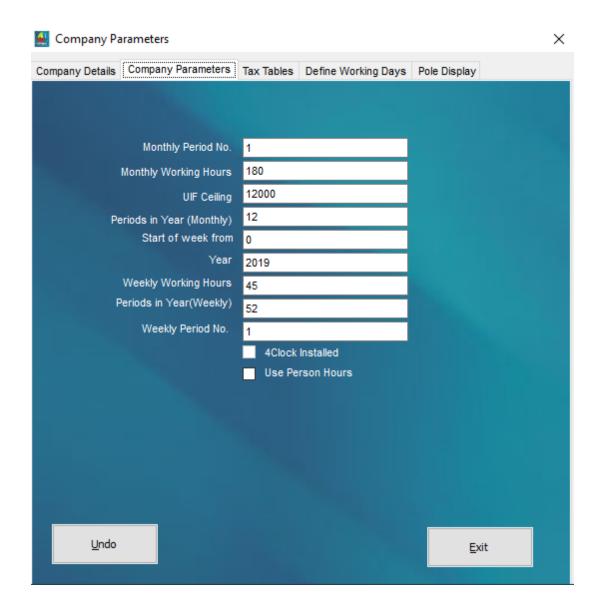


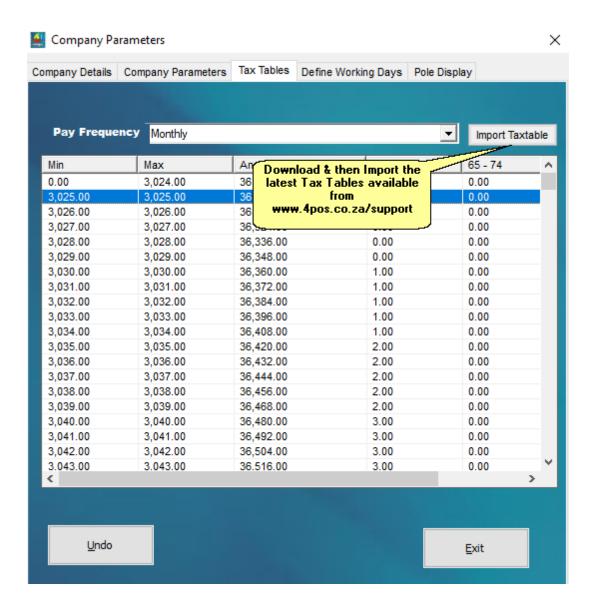
These are standard text files & can be edited for your own use.

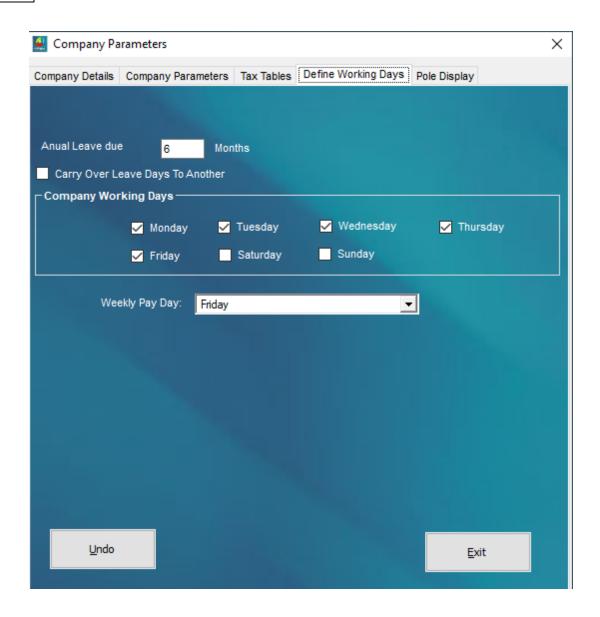
6.1 4PAY Company Parameters

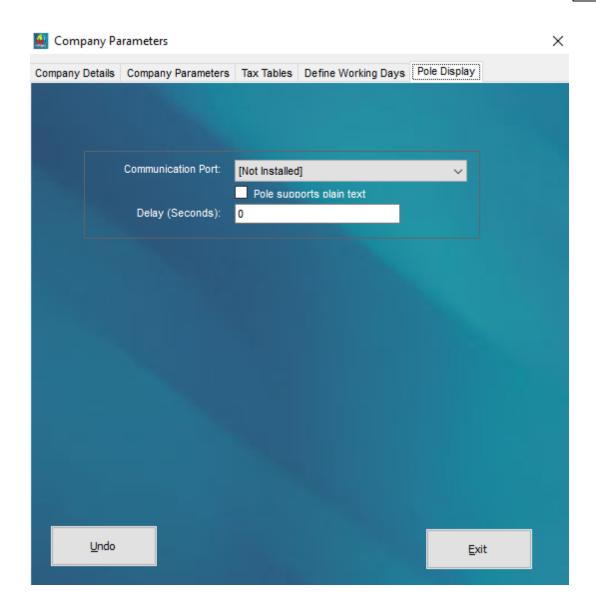












6.2 4PAY Agreements

We confirm your temporary appointment to the above position and set out below details of your package and employment conditions:

| REPORTING TO: Markus Olivier |
|--|
| COMMENCEMENT DATE: \$DEmployed\$ |
| REMUNERATION: \$Basic\$ PLUS \$Bonus\$ Exceptional Service Bonus. Simply edit the file & use the \$variables\$ provided to be replaced with the |
| TERMINATION DATE: \$TerminationDate\$ actual info for the employee. |
| WORKING HOURS: |
| (\$DAYS\$, Saturdays) The employee will be remunerated by way of time off in exchange for overtime. Working overtime is an inherent requirement of the position and therefore your availability to work overtime is a condition of employment. |
| The company grants \$LEAVE\$ consecutive days annual leave on full pay to the employee for each completed month of employment. During the first three months of continued employment, the employee shall be entitled to not more than \$SICK\$ day(s) sick leave for every twenty-six (26) days worked. |
| JOB RESP: \$POSITION\$ |
| Please complete, sign and return without delay the following documents: Duplicate copy of your Letter of appointment, Drivers license if necessary, ID document, proof of residence. |
| May we take this opportunity of wishing you every success in your new position. |
| Yours faithfully, |
| My period of employment will be as recorded above. |
| Termination of this agreement will be in writing from either party giving the other party 2 (two) weeks notice if within the first 3 months of employment; thereafter one month's notice is required. |
| I accept this offer of employment and employment conditions/policies as set out in the Policy, Disciplinary Code and Procedure Guide. Conditions and policies contained in the Policy, Disciplinary Code and Procedure Guide have been read and explained to me. I understand that these conditions will form the terms of my employment contract. |

Please note that should you cause loss to the company by way of negligence you

will be held financially liable.

6.3 4PAY Settlement

Final Settlement

Employer : Date

| of all and | any | nowledge receipt of the claims and/or disputes of employment. | | | | result | of t | he | terminatio |
|-------------|-----|---|------|------|--|--------|------|----|------------|
| Wages | : | \$TOTAL\$ | | | | | | | |
| Notice | : | | | | | | | | |
| Leave | : | \$RLEAVE\$, (\$LEAVE\$ Days | 5) | | | | | | |
| Other | : | | | | | | | | |
| Deductions | : . | ······································ | | | | | | | |
| TOTAL | : . | | | | | | | | |
| Signed of m | y o | wn free will. | | | | | | | |
| Employee | : | | Date | | | | | | |
| Witness | : . | | Date | | | | | | |

6.4 4PAY Warning

| DISCPLINARY WARNING | | | |
|---|-----------------------------------|---|-----|
| DATE ISSUED: \$DateIssued\$ | | EXPIRY DATE: \$ExpiryDate\$ | |
| NAME (OF PERSON ISSUING THE WARNING): \$i DESIGNATION:\$Designation\$ | issuedBy\$ | | |
| ISSUED TO:\\$Name\\$ POSITION:\\$Position\\$ EMPLOYEE NUMBER: \\$EmpNo\\$ | | | |
| DESCRIPTION OF OFFENCE: \$Offence\$ | | | |
| You are hereby given a WARNING/FINAL WAR | RNING (delete which is not applic | .cable) in respect of this offence: | |
| | | | |
| ACTION REQUIRED TO AVOID FURTHER DISCIPL \$Action\$ | ANARY ACTION IS: | | |
| Should you fail to comply with the above you must submit a letter outlining the r | | rurther disciplinary action may be taken. If you wish to do within 2 days of receiving this letter. | so, |
| \$issuedBy\$ | | | |
| Name of person issuing warning letter | | | |
| Signature | | Date | |
| Signature of employee acknowledging rece | | Date | |
| Or signed by two witnesses who have been | n given to the stated employee sh | should the staff member refuse to sign this notice. | |
| Witness 1: | Date: | | |
| Witness 2: | Date: | | |

6.5 4PAY Leave Form

| LEAVE APPLICATION FORM | |
|---|----------|
| EMPLOYEE NAME: \$Name\$ | |
| DATE STARTED WITH COMPUPOS: \$DateEmployed\$ | |
| No. OF DAYS ALREADY TAKEN : \$DaysAlreadTaken\$ | |
| No OF DAYS REQUIRED FROM T | го |
| REASON FOR LEAVE : | |
| SICK | |
| ANNUAL | |
| OTHER | |
| IF OTHER - SPECIFY | |
| | |
| | |
| | |
| | |
| Signed by Employee | Approved |
| | |
| | |
| | - |
| Date | Date |

7 4PAY Period End





Endnotes 2... (after index)

