

# MiraclePay

## Enterprise

Running a payroll department is rarely a simple task. It can be incredibly demanding, complex and fraught with challenges. It's important to look for a payroll solution that can help you meet these challenges, whether they are concerning compliance, obtaining accurate and real-time reporting, ensuring confidentiality, integration, accuracy or flexibility.

If you have a clear understanding of the challenges you face, you need to ensure your business has the appropriate resources and solutions to deal with them.

At Miracle we have designed our payroll solutions to meet the increasing demands made upon today's payroll departments. We know that payroll is increasingly driven by the complexity of new legislation and we recognise the need to meet these challenging changes. We have designed our payroll solutions to help our customers increase productivity, reduce administrative workloads and improve accuracy.

### Product Overview

- Multi-company
- People-centric design - single person record for multiple periods of employment
- Security management - controlled by company or payroll
- User defined requirements are met through MiraclePay's pay item structure e.g. bespoke holiday processing
- Fully compliant RTI processing
- Meets the full requirements of the New Pension Regulations
- Staff assessment (NPR)
- User definition of file structures for Pension Providers
- Maintains full pension history per employee
- Unlimited pension schemes can be defined
- User defined BACS formats for both employee and third party payments
- User alerts can be recorded to generate reminders during pay calculation and BACS payment processes
- Pay period variable data from T&A, EPOS systems or direct input
- Reporting options - access any static data and pay item data in a variety of formats
- Categorise by analysis groups for reporting & filtering e.g. company, department, division, location, job category etc.
- Links to third party software such as MS Office (i.e. Excel or Word) and BACS
- Data Provisioning Service (DPS) to allow electronic transfers from HMRC of tax changes, student loans etc.

## Payroll Functionality

- Unlimited numbers of pay items, payrolls and companies Payroll configurations can be copied across payroll companies
- Weekly, bi-weekly, four weekly, monthly, pension and expense only payrolls supported
- Irish payroll option with automatic population of the P35LF form
- Option to forward 'hours' and analysis to Dynamics NAV Financials at job cost level
- Multiple payment methods – electronic transfers, cheques and cash
- Multiple payments supported by an employee within the same pay period
- Multiple bank accounts allowed, including support for expense only accounts
- Checks made for multiple employees having the same bank account
- Effectivity dating - pre-set regimes (i.e. taxes, insurances, pensions, pay rates) with snapshot reporting at specific dates
- Back pay calculation
- Pro-rata calculations for mid pay period changes
- All statutory deductions i.e. tax, NI, SMP, SSP, SPP (A), SPP (B), SAP etc. Option to reduce salary when paying SSP etc.
- Pensions and salary sacrifice schemes
- Pension deduction rates can be set manually or based on the employee salary (including FTE), age or length of service
- Pension payments can be processed on user specified intervals
- Easy identification of pay item accumulations
- Pay items can be permanent or period specific
- Any number of user definable import formats to load pay data from CSV files
- MitreFinch support
- Sophisticated holiday pay calculation routines
- Court orders and all attachment of earnings orders are supported
- Share options, specifically SAYE
- Overtime, bonuses, commissions and dividends
- On demand pay calculation
- Reprint of individual payslips
- Multiple payslip formats
- User-selectable payslip content, including employee "messages", company logos, watermarks and background images, box drawing, holidays taken YTD, holidays taken this period, absences etc.
- Payslips and P60s in PDF formats are available. They can be emailed with individual passwords to increase security if required
- Pay advice preview
- Multiple menu options, designed for local and remote operations
- User specified employee/clock number generation
- Calculation of daily rate from annual salary
- Calculation of overtime rate from basic pay
- Net to gross pay-item calculator - What additional monies are needed to cover tax, NI etc. when cash payments are made
- Sophisticated leaver checks, i.e. SSP cannot be defined beyond the leave date
- On-going statutory payments are supported
- Employment status of 'deceased' supported
- Absence Management
- Payments after leaving are automatically calculated at BR without the need to reinstate the employee
- Support of KIT days (keeping in touch)
- Support of HMRC auditors report
- Multiple standard reports categorised into operational reports, management reports and file listings
- Fast keyboard data entry option
- A variety of timesheets supported
- Remote location timesheet option that brings up employees in-store for recording worked hours/ absences
- Absence data can be entered for days where the employee is not at work
- Salaries can be split across departments/business units
- P11D option - hard copy & electronic submissions
- Fully compliant RTI processing
- Meets the full requirements of the New Pension Regulations
- Staff assessment (NPR)
- User definition of file structures for Pension Providers
- Maintains full pension history per employee
- Unlimited pension schemes can be defined
- Generates full range of pension letters