



SWICON360 NEWS

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Gaining advantage by capitalising of HR and payroll

We have recently distributed a press release about the need for companies to be on the alert to changes in legislation governing tax, in particular the published changes to PAYE and the submission of the IRP5 document.



Markus Bucher

In our release we stated that this regulation will have impact on companies that run SAP systems to manage HR and payroll.

These will have to be compliant.

In addition to the administrative consideration behind effective HR management in business, compliance with this regulation is critical if businesses want to remain competitive within Human Capital Management.

This is one area of expertise and one example of how Swicon360, as a Britehouse Company and SAP certified Business Process Outsourcing partner and SAP Special Expertise Service Partner, can and does add value to a client's business.

One of the main objectives behind the release was to make the market aware of what support services we offer in terms of payroll and SAP system compliance.

These services are designed to remove the headache and concern for decision makers.

We also want our market to be aware of the fact that the SAP Localisation Team is in the process of developing a number changes.

These include taxation on company cars and legislation to facilitate the appointment by SARS of employers as agents.

It is important that the market pays careful attention to these developments and use alliances with established, credible service providers to ensure compliance and cover all necessary bases.

Credibility, reliability and sustainability are all critical considerations within the current socio-economic climate.

Whilst cost-reduction and optimal use of resources is top of the list of priorities for decision makers, it is essentially the ability to leverage off innovation and advances in SAP systems to bolster operations and gain competitive advantage that sets players apart.

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Contact us:

The Braes, Swicon360 House, 193 Bryanston Drive, Bryanston, Johannesburg

Telephone:

+27 (11) 460 5300

Email:

info@swicon360.co.za

Website:

www.swicon360.co.za

Swicon360 and the cloud of virtual opportunity over Africa

We believe a new dawn of cost-effective, reliable technology service and support beckons for Africa.

Ongoing innovation has led to the refinement of cloud-based service and support structures and the elevation of the profile of HCM and Business Process Outsourcing (BPO) markets.

"I believe the convergence of virtual infrastructure within the HCM environment to bolster the delivery of BPO heralds a new phase of ICT service and delivery on the continent," says Markus Human resource management is entirely integrated with virtual infrastructure in the cloud.

It is now possible to invest in a collection of services, centralised, all-encompassing offerings that are consistently available and promote access to the very best in international HCM practices.

"Cloud-based HCM service means that operators across developing economies now have an opportunity to access mission-critical business services that would have otherwise been cost prohibitive."

"Furthermore when we are discussing entrepreneurship and commerce in emerging markets, we are reminded that the role of streamlined systems is inextricably linked to growth," comments Markus.

According to him there is a general increase in the awareness and appreciation amongst decision makers across Africa of how these systems impact on core business management practice.

"Part of the reason why we are excited about the rollout of cloud-based services across the business frontier in Africa is because of the real impact and value these services can have on business. Decision makers are faced with a truly different human resource environment and virtual based systems equates to a reduction in costs, a more practical and expedient way to manage daily business management tasks," he adds.

In order to capitalise off this trend and to break new ground with fresh offerings such as 'pay-as-you-use' solutions that are based on a 'pay-as-you-go' approach, key technology providers such as Swicon360 are targeting what Markus says are largely untapped regions.

"We have adopted a proactive approach to our strategy to engage potential clients. At present we are in negotiation with prospective clients outside of South Africa and we are very excited about our progress thus far," adds Markus.

Management at Swicon360 is adamant that now is the right time to consider the quality of strategies to meet the requirements of businesses across Africa.

His viewpoint is that South Africa represents an example to companies throughout the continent.

"As long as markets continue to expand and investors seek out credible, cost-effective services and the role of ICT remains as prominent as it is at present, there is every reason to feel upbeat about virtual HR and payroll services. It bodes well for the establishment and growth of HCM as the mainstay and key differentiator within modern business management."

It also signals Africa and Southern Africa's intent to radically develop its ICT and telecommunications capability and, thereby, enhance its ability to compete internationally.



Quick Q & A

Business: What is the major trend you are seeing in your industry?

Cloud computing has revolutionised the Solution hosting and Business Process outsourcing services that we provide our customers. Our customers are able to free themselves of non core business processes and departments allowing them to focus on the true nature of their businesses

Personal: What has been a highlight in your career?

As a founding member of Pebbletree Consulting which transformed into Britehouse SSD I am extremely proud to be part of a team that constantly exceeds everyone's expectations.

Two awards that stand out as highlights special to me are firstly Britehouse SSD being awarded the SAP Alliance Partner Service Excellence award in 2008 which was based on the results of surveys conducted by SAP with our Customers, and secondly our 4th place in the 2010 Deloitte's best company to work for survey in the Small Company category.

These awards highlight our success in focusing on the needs of both our customers and our staff.



Grant Tate,
COO at Swicon360

Do you have the latest Apple Notebook?



Developments in HR, tax legislation needn't be a technical headache – Swicon360

The recently published legal changes to PAYE, as distributed within the Government Gazette in November 2010, will have implications for companies running SAP systems to manage HR and payroll. Specialists in SAP system-driven HR, Human Capital Management and payroll solution development and application say that careful planning and strategic thinking will ensure effective compliance.

This is the view of management at Swicon360 (Pty) Ltd. The company is set up to provide the market with a range of critical services to assist in SAP system compliance with new regulations governing IRP5 management and submission. These regulations affect PAYE and IRP5 submissions for tax year ending February 2012.



Included in Swicon360's portfolio of service and support is the offer of assistance to assure clients that their SAP system is legally compliant, to assist end-users to reconcile their IRP5's, to assist with any master data related to IRP5's and assist with Easyfile submissions.

According to information distributed by SAP Africa to clients the legal changes to PAYE covers taxation on company cars, the official rate of interest and taxation on severance benefits.

"The SAP Localisation Team is in the process of developing a number of changes. These include taxation on company cars and legislation to facilitate the appointment by SARS of employers as agents. It is important that the market pays careful attention to these developments and use alliances with established, credible service providers to ensure compliance and cover all necessary bases," says Markus.

At the time of going to press there is no official deadline stipulated for IRP5 submissions. Markus confirms that the company will keep a vigilant eye on developments and assist its market if and where necessary in order to align systems with the changes and regulate the process expediently.

Swicon360 delivers to help streamline HR management at AFGRI

Swicon360 (Pty) Ltd. has played a key role in an SAP Human Capital Management project to address the operational requirements at AFGRI, the leading listed South African agricultural services group. The contract to service AFGRI was awarded to the service group's primary partner Deloitte in early 2010.

Swicon360 was sub-contracted by Deloitte to provide SAP HCM-based services as part of the project's deliverables. Deloitte and its partner Swicon360 provided its client with a comprehensive suite of modules designed to enhance HR and payroll processes within AFGRI.

Modules implemented to date include Personnel Administration (including Labour Relations), Organisational Management, Time Management, Payroll and Enterprise Compensation Management.

Liezl van Rensburg, SAP HCM Manager Consulting at Swicon360, says the project is a full life cycle implementation that required Swicon360's involvement from the point of drawing up business processes right through to physical implementation including integrating with additional SAP modules such as Finance and Controlling.



Liezl van Rensburg, SAP HCM Manager Consulting at Swicon360

"AFGRI has been functioning as separate business units for quite some time. The decision to combine the business under one company umbrella was made as a strategic step towards enhanced operations and to strengthen its position in the market. For HR specifically it has entailed establishing a central administration office where all system processing is done."

"In addition, moving to a SAP base has also allowed the business to support this one vision by streamlining processes and ensuring that policies and procedures can be applied consistently across all business units thus ensuring more standardised practices," she adds.

One of the main challenges identified by Swicon360 was the fact that the implementation had to take place and run consistently throughout the overall restructuring effort in order to support the centralisation of certain functions.

"In October 2010 the newly appointed HR staff took up their positions in the central administration office and simultaneously started working on the new system. We have had to establish and run an intensive handover and support strategy to ensure that this team had sufficient support when they started working on the newly implemented system," Liezl continues.

Swicon360 have a team of five consultants assigned to the project. Graeme Bredell, CIO at AFGRI, said, "The service level to date and the overall functioning of the system has made a significant difference to the company and has reinforced its growth strategy."

