



Future Proof Payroll & HR

With cloud-based software and services for an increasingly complicated & regulated world

Affordable | Easy to Use | Accurate | Secure | Visual | Automated | Scalable | Configurable

INTRODUCTION

A LITTLE BIT OF HISTORY

PaySpace was founded in 2001 when 4 South African, payroll experienced entrepreneurs started to develop a true cloud-based, multi-tenant, single instance, global Payroll and HR Solution. Our mission and vision were to address payroll & HR inefficiencies, provide access to valuable information, and to develop the world's 1st truly global payroll solution.

PaySpace has carefully listened and responded to our customers' needs over the past nineteen years. This has resulted in what PaySpace believes are some unique aspects to our offering that are typically not found in others. With ever-changing legislation, advances in technology, and the demands of businesses constantly growing, the need for an integrated HR and payroll solution is now more important than ever.

To further future-proof our customers' decision we have decided to move to Microsoft Azure during 2020.

[LEARN MORE](#)



SANDRA CROUS
MANAGING DIRECTOR

MISSION AND VISION

A FEW WORDS FROM OUR MD

We are entering a new era, one of disruption, one of courage, one of changing the Payroll & HR landscape in Africa. Make sure you are part of this pioneering moment.

POSITIONING FRAMEWORK

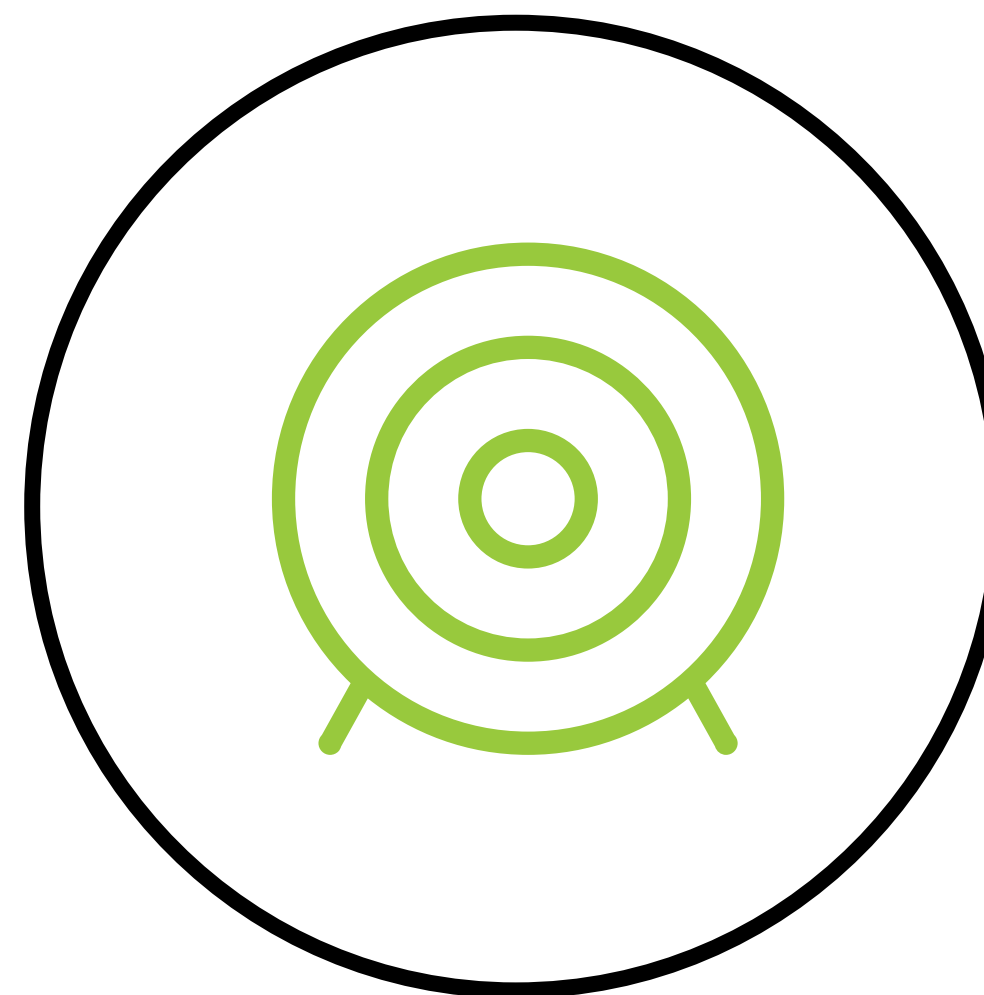
PaySpace is a true cloud, single instance multi-tenant architected HCM and Payroll solution whose rapid expansion in the global market is attributed to its innovative, built-in country legislation and feature configurator where new legislative requirements and data intelligence are configured rather than being developed thus catering for large scale and flexibility.

PaySpace can easily scale or adapt and users have all the access to useful information in order to make business decisions. It caters for SME, Mid-market & Large Global Enterprises.

PaySpace delivers compliance via automated processes and legislative updates every Sunday which are underpinned by an ISO27001/IEC certification to ensure adherence to risk and security requirements such as GDPR.



**ACCESSIBLE FOR
YOUR BUSINESS**



**STAY COMPLIANT
WITH REGULATIONS**

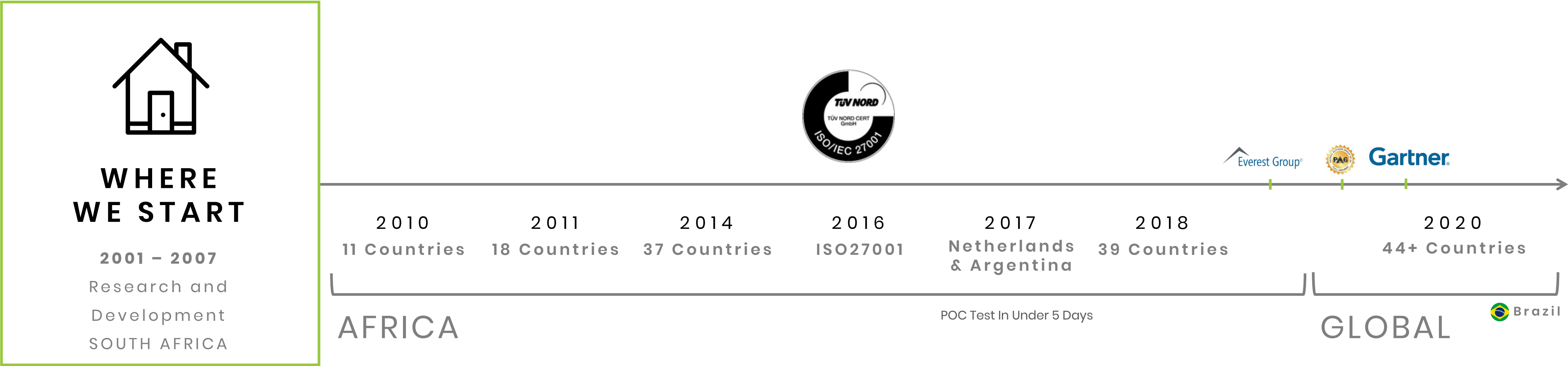


**EASY TO DEPLOY
AND MAINTAIN**

P A Y S P A C E T I M E L I N E

OUR COMPANY THROUGH TIME

PaySpace was originally designed and positioned to ultimately be a global payroll and HR platform. The solution expanded from being a single African country solution in 2007 to 11 countries in 2010, 18 countries in 2011, 37 countries in 2014, and 40 African countries in 2019. In 2018 the organisation was recognised by the Everest Group in their PEAK matrix for Multi-Country Payroll Outsourcing providers as an emerging player in this segment of the Payroll and HR market. PaySpace appointed Gartner in 2019 to assist with its Global Expansion Program.



NEEDS & REQUIREMENTS



100% Cloud-Based
Payroll Software &
Services



ISO 27001 Certified
& GDPR Compliant



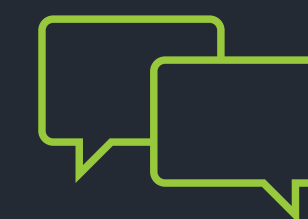
Multi-Country
Multi-Currency
Multi-Language



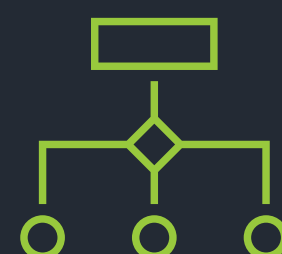
Expatriate Management
& International
Compliance



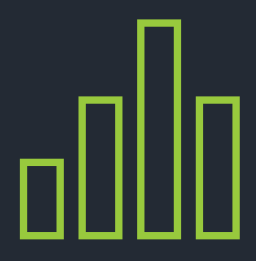
Automatic
Legislative &
Feature Updates



Employee & Manager
Self Service on Any
Device



Advanced HR Modules
Performance Management
Recruitment
Visual OrgChart



Cloud Analytics
Business Intelligence
Dashboards



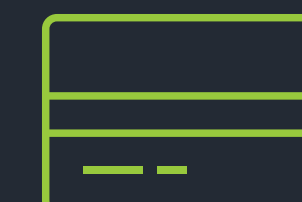
Workflows & Guidance
Automatic Back-Up Process
Seamless Edition Migration



Anywhere, Any-Time &
Any Device Access



API Integration



Pay-As-You-Go Payments
No Annual License Fees
Save on Infrastructure



GO TO MARKET

PaySpace services and supports customers through a direct model. Customers can White Label the product by giving it their own branding.

P A Y S P A C E O V E R V I E W

OUR BUSINESS IN NUMBERS

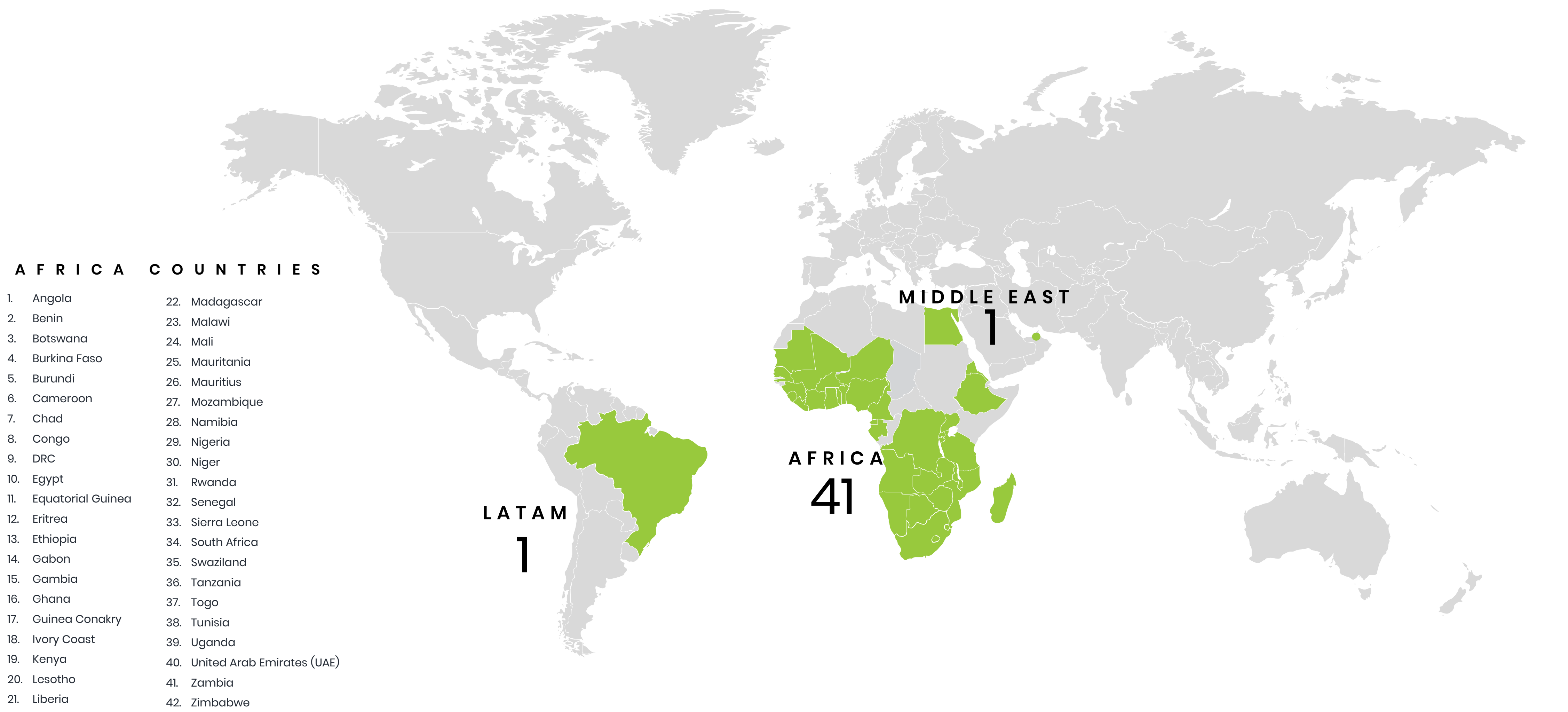
PaySpace offers cloud-based Payroll & HR software and services for an increasingly complicated and regulated world. Whether implemented in a SaaS or Outsourced environment, its scalability and configurability allow for any size business to have an affordable, multi-currency, multi-language, yet easy to use solution. As one of the only ISO27001 certified Payroll solutions in Africa, compliancy and statutory reporting in more than 40 countries across the continent is taken care off. More than 6,000 customers, across 65 industries are using PaySpace to accurately process their multi-national payrolls. PaySpace has rich API's that allow integration with any 3rd party systems. Personalized Self Service further enhances the access anywhere, anytime employee experience.

6000+**CUSTOMERS****40+****COUNTRIES****65+****INDUSTRIES****120****COLLEGUES**

F U L L L E G I S L A T I V E D E L I V E R Y

PAYSPACE FOOTPRINT

Number of basic delivery countries in the rest of the world, 26. POC roll-out available in under 5 days.



PROUDLY PRESENTING

PAYSPACE AWARDS

A company is an association or collection of individuals, whether natural persons, legal persons, or a mixture of both. Company members share a common purpose and unite in order to focus.

2019

GPA AWARDS

Global Payroll Association 2019
Payroll Software Supplier of the
Year Award



2019

TOP HR AWARD

Top 25 HR Software providers for
2019



2018

SAAS AWARDS

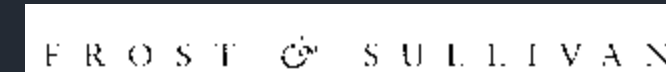
Finalist Best UX/UI/Design in a
SaaS Product



2015

FROST & SULLIVAN

Product Leadership of the Year
Award for Enterprise Resource
Planning Systems



PAYSPACE EDITIONS

Standard Features Available on All Editions

LITE PREMIER MASTER				
True cloud single instance multi-tenant	Comprehensive Payroll & HR	Access on any device	Country Specific Tax Legislation for 40+ Countries	Proactive run-free payroll
Mock Payslip Facility	Unlimited interim payslip runs	Post bulk entries for multiple employees	Comprehensive Leave Administration	On-boarding / Termination Notifications
Security Roles	Standard Payroll & HR Reports	Country Specific Statutory Reports	Localisation e.g. RSA Employment Equity	Auto medical scheme rate updates (SA only)
Training & Skills Management	Advanced General Ledger	Organisation Structures - 1 Level	Position Management - Basic	Robust Configuration Options
API Integration (Web Services)				

PAYSPACE EDITIONS

Additional Features Available on Premier & Master

PREMIER & MASTER				
Organisation Structures – Multilevel	Position Management – Advanced	Employee Self Service	Basic Workflow	Attachments
Asset Register	Employee Notes & Reminders	Advanced Costing	Multi-Language	Third party payment files
Expense Claims – 1 Level				

MASTER ONLY			
Expense Claims – Multilevel	Employee Request	Customer Defined Dynamic Fields	Multi-currency payment file options via Expat Module
Action Types	Advanced Workflow functionality	Consolidated reporting	Incident Management
Automated Tax Equalisation via Expat Module			

PAYSPACE ADD-ON MODULES

Standard Features Available on All Editions

MODULE	LITE	PREMIER	MASTER
Recruitment	●	●	●
Sandbox	●	●	●
Cloud Analytics	●	●	●
OrgChart	●	●	●
Cloud Room	●	●	●
Performance Management	–	●	●
Workforce Planning	–	●	●
Expat Management (Multi-Currency)	–	–	●

START-UP & SMALL COMPANIES

PAYSPACE LITE

PaySpace Lite is our core HCM edition designed to offer easy, basic payroll but with all the legislative and software features required to run a complete payroll process. PaySpace Lite will ensure you meet and maintain compliant records and manage staff effectively. Pay staff, track leave, record skills, training and disciplinary records, and be able to submit accurate information to the relevant legislative authorities with no fuss or expertise required. Easy to set up and start using for any size company in any industry.



M E D I U M T O L A R G E C O M P A N I E S

PAYSPACE PREMIER

PaySpace Premier is our most popular, power-packed version suitable for any size organisation that wishes to have a fully integrated Human Capital Management System consisting of payroll, HR, Manager Self Service (MSS), and Employee Self Service (ESS).

PaySpace Premier offers multi-currency and -country payroll solutions with built-in local compliance across 40 African countries.

Premier offers customers Self Service options standard within the software allowing employees to access their personal, work, and benefits data online as and when they need it. They can access it 24/7 from any browser.

Built-in HR functionality includes advanced leave administration with basic workflow approval, employee equity (RSA), costing, organisation structures, position management, and document attachments.

Advanced modules can be added to the Premier version including Recruitment, Performance Management, Workforce Planning, and Cloud Analytics.

M U L T I C O U N T R Y E N T E R P R I S E

PAYSPACE MASTER

PaySpace Master is the flagship edition in the PaySpace product offering. It enables a secure, agile, compliant cloud platform to meet your current and future payroll and people management operation needs. It delivers a robust set of best-in-class human resources functionality, designed to support more than just the basics, including Self Service, Advanced Workflow, Consolidated Reporting, Recruitment, Talent-, Performance- and Training Management.

PaySpace Master offers local compliance as well as built-in standard delivered expatriate functionality. The advanced features provide automated multi-country, multi-currency salary and tax processing in both the home and the host country at a click of a button. Automated and instant single or multi- component gross-up functionality also available, catering for complex tax equalisation scenarios.

Our standard reporting module produces country-specific company and employee legislative reports in the required formats and includes generic expatriate tax certificates for home tax filing. Cloud Analytics is our Business Intelligence tool that complements the standard reports with access to dashboards for trends and statistical analysis.

The robust workflow module allows you to select between a centralised and/or decentralised data input method with multiple customer-defined workflow approval levels. The result is online, real-time access to information by staff, administrators or executives in various locations for tracking and better decision making.



SELF SERVICE

Self Service is a revolutionary web-based tool to help you run your business faster and more efficiently. With many organisations going 'green', Self Service provides the perfect paperless solution, saving you money as well as time.

Employee and manager self service functionality allows users to apply, capture, view, authorise, and initiate tasks with workflow approvals. Items include but are not limited to leave applications, leave balances, payslips, various claims, change requests, and training.

KEY FEATURES

- Branded login experience
- Multi-language delivery
- Visual dashboard
- Access to company documents
- Scale to any device
- Employee directory
- Interactive calendars
- Smart leave applications
- YTD Tax drill down
- Leave, claim & payslip management
- Manager act-on-behalf of your employees

Inbox VIEW PAYSIPS

Search...

- PT Sky Blue Test - GM Approval Required.
- Claims - Manager Capture - Jonathon Sky
No. of Claim Items: 10
- Claims - Manager Capture - Jonathon Sky
No. of Claim Items: 2

Leave OFF SICK APPLY

3.75
Annual Leave Days

Pending

10 Sep 2019 - 11 Sep 2019
Annual Leave

Approvers:

My Team's Performance

Process
2019 Annual review

Overview Subordinates

Average Score Per KPA

No relevant data available

Average	Highest	Lowest
2.16	4.00	0.00

Rating Progress

Payslips VIEW PAYSIPS

2020

Apr Jan Feb Mar

Claims CREATE

In draft In workflow

Date Captured ↓

22 Jan 2020			...
13 Nov 2019			...
12 Nov 2019			...

<

Payspace ...

Jonathan Sky

Search...

Home

Inbox

Tasks

Calendar

Reports

Talent Search

Positions / Pools

Accountant

HR Manager

Teaching - Grade 8

Top Talent Candidates

Hello Messenger Candida...

Future

Candidates

Kate Bush

Maggie-Aen

Mary Bradell

Nicholas Georgiev

Tanya Hennag

Vicky Bester

Reporting / Analytics

All My Positions

Last 180 Days

Reports

Overview

Applied Candidates

Sourced Candidates

Referred Candidates

Recruited Candidates

Pipeline Performance

Time to Fill

Messaging

Questionnaires

Open Positions

Analytics Overview

Nov 25th, 2019 - May 22nd, 2020

Export

AppliedViewsSourcedReferredRecruited

Metric	Value	Change
Position Views	226	↑ 98.2%
Candidates Applied	2	↓ -80.0%
Candidates Sourced	5	
Candidates Referred	3	
Candidates Recruited	0	
Interviews Scheduled	0	
Candidates Disqualified	3	
Candidates Hired	11	↑ 1000.0%

View Sources

Export

Source	Candidates	Percentage
Career Portal	202	89%
secure.payspace....	16	7%
Indeed	5	2%
google_jobs_appl...	3	1%

Apply Sources

Export

Source	Candidates	Percentage
Indeed	1	50%
Employee Portal	1	50%

18

POWERED BY BREEZY HR

RECRUITMENT

PaySpace offers users Best-In-Class Recruitment Software, powered by Breezy HR, a leading cloud-based recruitment solution. This end-to-end recruitment platform is designed to optimize your recruiting process and support your entire team. Attract and hire great employees in less time and less effort with this user-friendly, feature-rich software.

KEY FEATURES

- Visualize your pipeline with drag & drop management.
- Screen and assess candidates quickly and easily
- Team collaboration
- Quality candidates from multiple job boards e.g. Indeed, Glassdoor and JopRapido
- Email, SMS, and scheduling
- Put your brand & culture first with beautifully customisable career & employee referral sites.
- Reporting & Analytics: Make better, more informed hiring decisions with actionable insights.
- Any device access

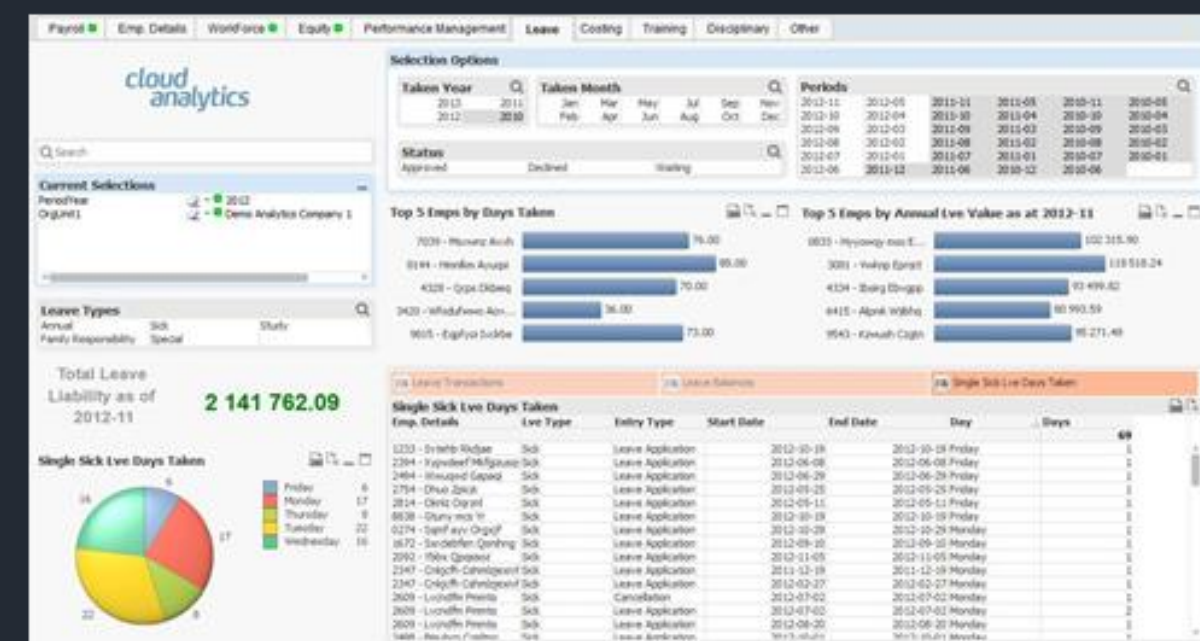
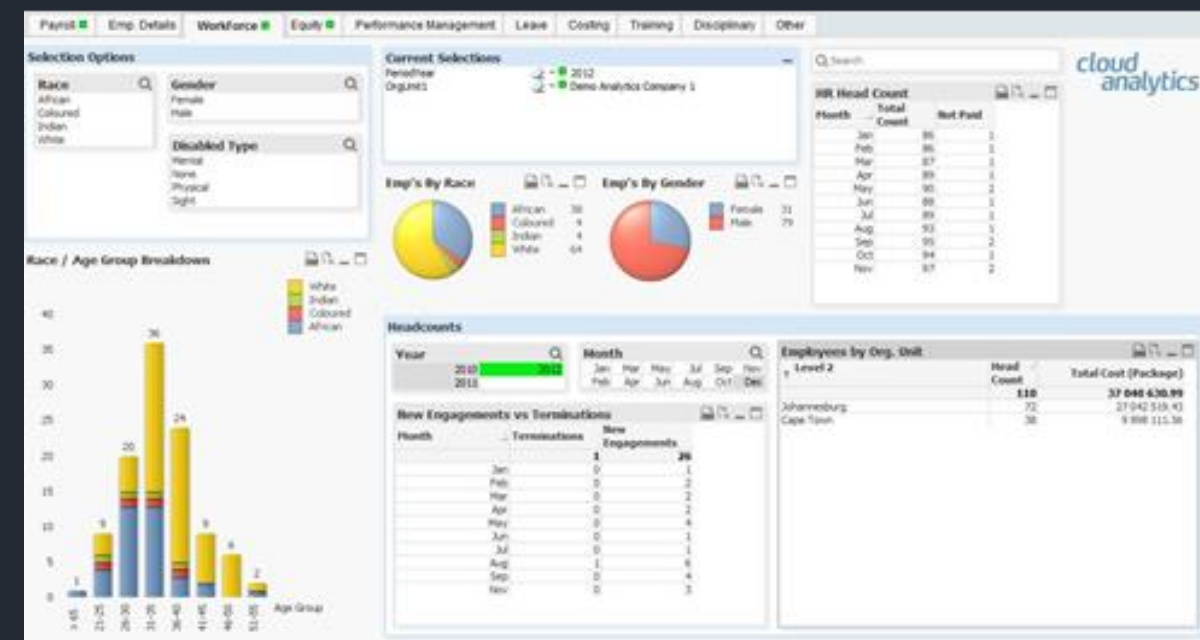
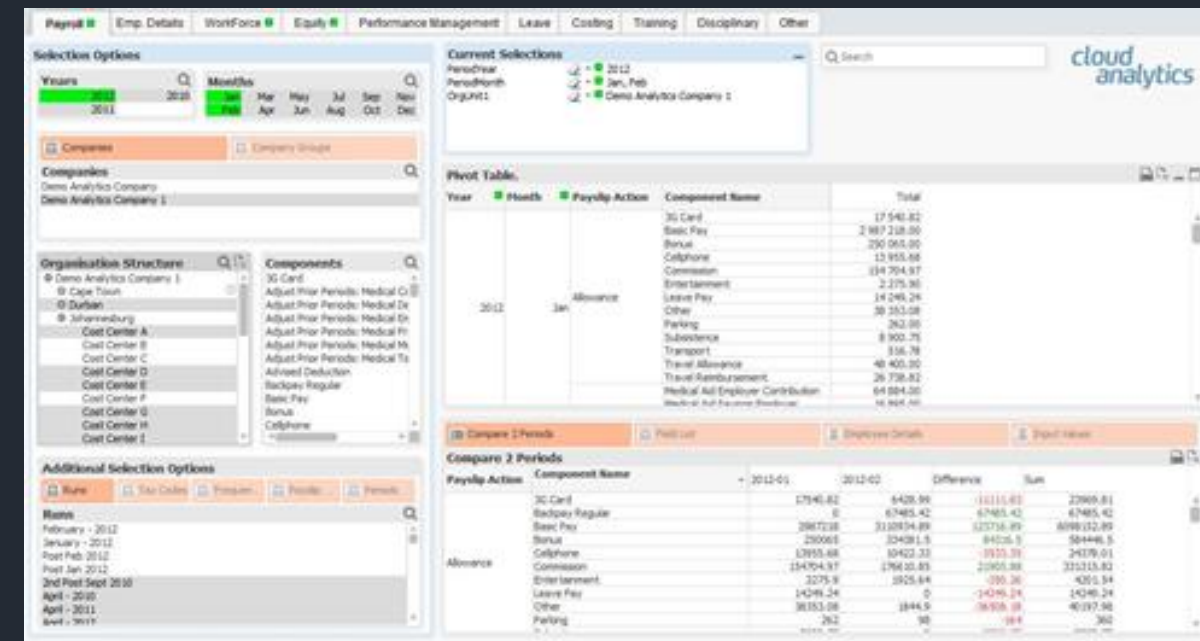
PAYSPACE

CLOUD ANALYTICS

Cloud Analytics is a self service business intelligence (BI) platform that allows users to interact with their people data to generate insight in ways you never imagined possible. Our Cloud Analytics associative experience provides answers as fast as you can think up questions. Uncover hidden trends, pursue insights, and make discoveries that drive innovative decisions, all from your browser.

Users have access to intuitive dashboards that allow them to slice and dice data based on any field in the system and the results are instant. Invite work colleagues to participate in interactive sessions and show them in real-time how to gain insights from relevant data.

Packaged reports are critical in everyday Payroll and HR business scenarios as well as complying with legislative requirements in some countries. Cloud Analytics does not replace these reports but rather provides users with a dynamic tool-set that consolidates all data into a single, meaningful, and accessible platform.



KEY FEATURES

Interpret workforce data and transform it into useful information

Analyse key workforce measures and their inter-relationships to gain insight into a range of common Payroll & HR issues

Consolidate multiple legal entities and pay frequencies

Analyse payroll figures across multiple countries in a single currency

Build evidence-based business cases for HR & Payroll initiatives

Identify trends, anomalies, and hot-spots

Drill down into data and extract the results directly to Microsoft Excel

Create your own charts and tables based on your unique business requirements

Share dashboard objects with your colleagues

Search across all your data to get the big picture – just type any word or phrase, in any order, for instant, associative results that let you see new connections and relationships across your data

BETTER HR INTELLIGENCE

ORGCART

OrgChart helps you by giving you tools to quickly and easily create professional- quality charts and perform in-depth workforce analysis. Instantly highlight vacancies or contract positions even if your chart contains thousands of boxes. The ROI is simple – you save staff time, gain valuable insights into your workforce, and better align your company to your goals, because its web-based, OrgChart makes sharing up-to-date charts with your colleagues almost effortless.

KEY FEATURES

View a comprehensive talent profile for any employee

Easily navigate and explore your organisation

Use drag-and-drop tools to create scenarios

Add calculations such as headcounts and span of control.

Collaborate and share

Access charts securely

Automatically refresh your chart with one click

Publish to the web, PDF or PowerPoint

Nothing to install – no plugins required

Add workforce analytics to charts



SECURE DATA EXCHANGE

CLOUD ROOM

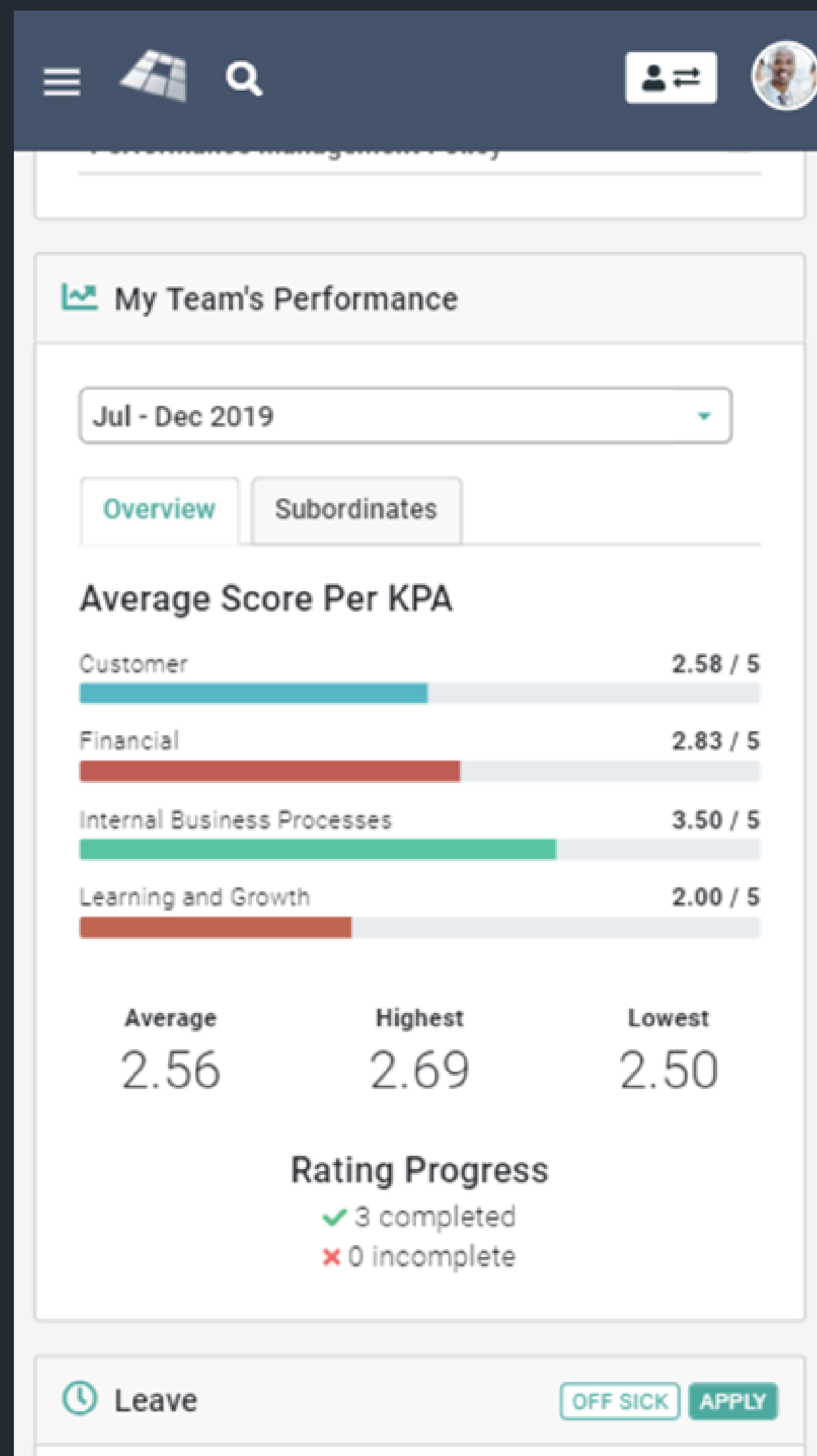
Cloud Room is a secure portal within the system designed to support a payroll outsourcing environment. Cloud Room enables customers of an Outsourcing Service Provider to submit information to the payroll and vice versa for processing and response purposes. Information can also be tracked and audited, thus ensuring transparency during the process. Furthermore, this secure portal provides the platform to define guidelines for ad-hoc or routine processes. Responsibilities of the customer as well as the Outsourcing Service Provider are therefore formalised.



PERFORMANCE MANAGEMENT

Our comprehensive performance management tool will assist your organisation in assessing your employees and ultimately help to develop, motivate, and retain a high-performing workforce all year round without the need to use a separate appraisal system.

HELPS YOU WITH	INCLUDED
Improve the quality and completion rates of your employee appraisals.	●
Align employee goals and development activities to business priorities.	●
Easily track and manage the entire appraisal workflow from your HR control centre.	●
Free up employees, managers, and HR to spend more time on strategic activities.	●
Conduct appraisals your way, using your process and employee appraisal forms.	●
Reduce costs and improve employee engagement, retention, and overall performance.	●



KEY FEATURES

Standard KPA templates per position, business unit, division, company, etc.

Custom defined scale values, descriptions, and explanations

Multiple process types to cater for monthly/quarterly/bi-annual/annual reviews

Custom defined succession planning questions and response types

Pre-defined templates and contributors per employee, ensuring minimal administrative maintenance

Multiple rate types (manager/self/peers/other) with different weightings

Quick (30 seconds) process to kick off evaluation process

Ability to add secondary scale (for additional feedback to report on)

Individual based PDF reporting with detailed scores and comments per KPI

Company level reporting of scores, detailed KPI's, progress, and more

WORKFORCE PLANNING

The Workforce Planning Module enables companies to accurately plan and analyse workforce headcounts and costs in real-time with trusted numbers as it is directly integrated into our payroll solution. Managers can provide insight into executive management based on different scenarios. Users can create vacant jobs for forecasting purposes and perform various what-if cost scenarios using our mock payslip which is directly linked to the payroll engine thereby ensuring accurate costs.

Business controls percentage increase values for cost components based on grades so as to ensure strategic financial alignment when it comes to increase time. Costing forecasts will automatically consider these increase percentages based on effective dates without management involvement. Once executive management has "signed off" the forecasted headcount and costs for budget purposes, a snapshot of everything can be labelled and archived for future reporting and comparison purposes. Pre-delivered reports provide insight into workforce composition and cost with the ability to analyse every detail and export to your accounting solution.

KEY FEATURES

Minimize duplication, errors and omissions

Eliminate unnecessary cycles

Enforce standards and consistency across the process execution

Estimate the impact of internal position changes on the financial budget

Quantify and demonstrate the business value of new headcount

Possible misfire is planned & mitigated by performing risk adjustment of budgets

Align hiring with strategic direction of the organization

Setup recruitment plans based on headcount forecasts

Account for every job using a unique job number for each headcount

Include external labour broker costs

MULTI-CURRENCY EXPAT MODULE

PaySpace Expatriate Management offers local compliance as well as unrivalled, built-in, automated, standard delivered expatriate functionality. The advanced features provide automated multi-country, multi-currency salary and tax processing in both the home and the host country. Automated and instant single- or multi-component gross-up functionality further enhances concepts around complex tax equalisation scenarios.

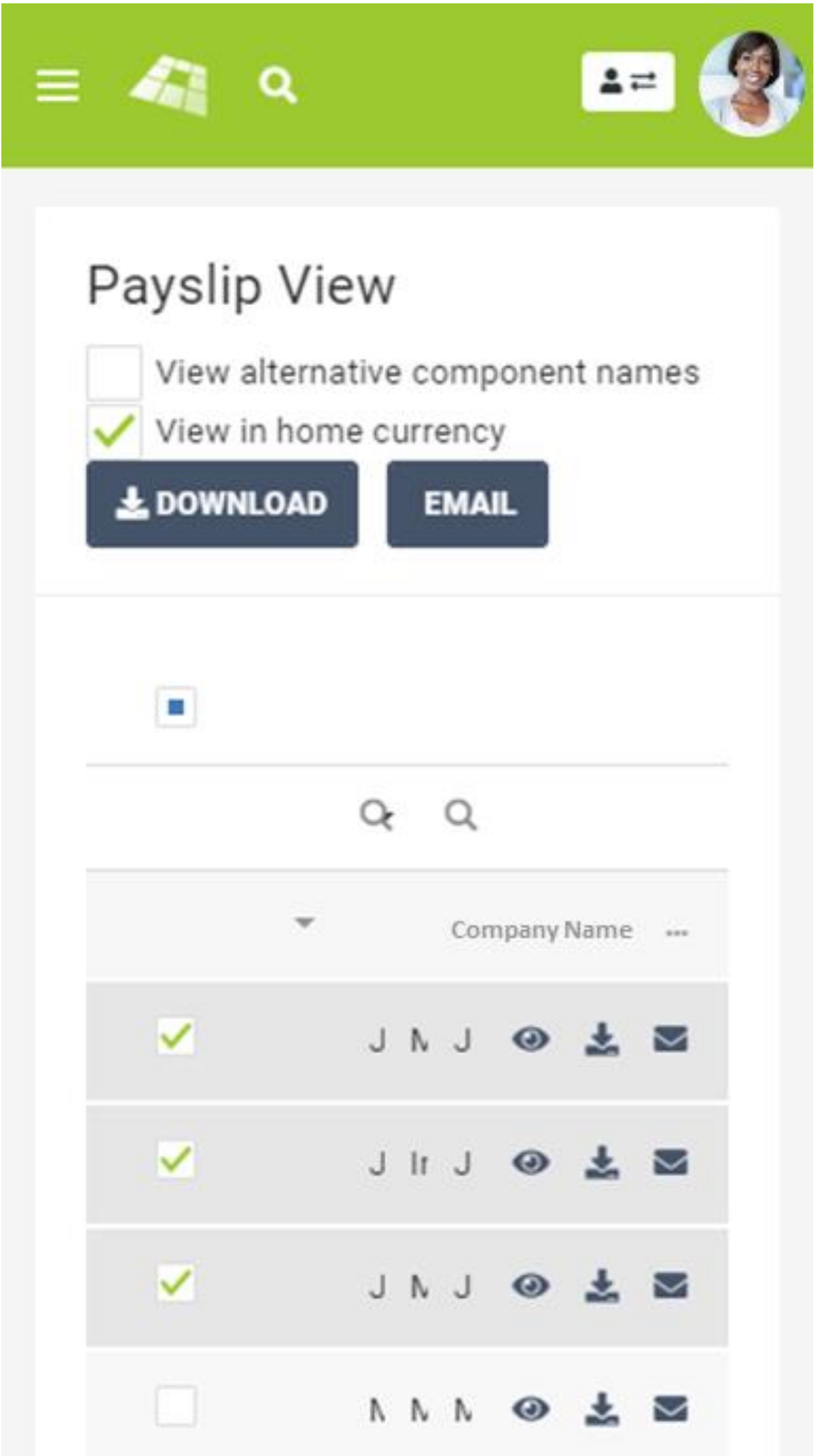
FLEXIBLE CONFIGURATION

Choosing in which order you would like the activated gross-up income to calculate in relation to all other earnings which provides flexibility in terms of company liability associated to tax equalisation.

When calculating how much to gross-up salaries by, the user can include / exclude specific statutory deductions and therefore influence the employee’s statutory liability which is relevant in certain countries.

Allowing the user to summarise all gross-up results per employee into a total liability on the payslip or showing each separate gross-up result per salary component

Users have options to combine gross-up / regular components including activations for statutory deductions for Tax and Social Securities on non-cash fringe benefits to be included in the Gross-Up portions. There are also options to create separate periodic (Bonus) and regular gross-ups.



REPORTING

PaySpace is able to supply employee- and company-based reporting in host and home currencies, as well as comply with consolidated reporting in any currency required by the multinational’s headquarters driven by dated currency exchange rate conversions. Furthermore, the customer can initiate any component in any currency within the same payslip which will convert back to home / host results which is useful when global benefits of a multinational are administered in different currencies.

The user is also able to create separate expat / shadow records and payslips. Alternatively, the solution caters for a consolidated employee record / payslip incorporating home and host earnings in relevant currencies, negative home hypo tax gross-ups as well as home and host net pay separation.

These options ultimately feed global salary payment files in separate or consolidated currencies.

Also available is a generic tax certificate in home country currency providing expats with information of payments made in the host country to complete personal tax returns in their home country.

STRATEGIC PAYROLL PARTNER

PAYROLL OUTSOURCING

PaySpace Outsourcing offers specialist payroll processing in 40 African countries to ensure you have access to multilayer governance and expert support, focused specifically on keeping your payroll 100% compliant.



**ALWAYS ON
PAYROLL
DEPARTMENT**



**24/7 DIRECT
ACCESS TO
PAYROLL**



**TOP PAYROLL
SPECIALISTS
AT YOUR
DISPOSAL**



**SAVE ON
OVERHEADS AND
TRAINING**

As your company expands you can rely on a team of always-on payroll professionals with the right legislative knowledge to support your growth.

PaySpace Outsourcing supports your in-house staff and this will dramatically reduce your payroll and HR teams' administrative workload, allowing them to focus on more strategic tasks adding greater value to the business.

PaySpace fully comprehends the modern business's need for privacy and security. We use advanced professional methods to guard against data loss. Our cloud-based solution gives you the exceptional advantage of cloud data exchange while delivering the ultimate in cyber-security.

Our unique Cloud Room facility provides a secure platform to exchange all-encompassing payroll information. The Cloud Room facility is also fully integrated with a ticket management system to allow the track- and tracing of all payroll information.

P A Y S P A C E C U S T O M E R S

TRUSTED BY GREAT COMPANIES AROUND THE WORLD

OUR VISION:

Global Integrated Payroll & HR Software and Services

MISSION SINCE 2000:

Address inefficiencies

Access to information

CUSTOMER BASE:

6000+ Customers

40+ Countries

Attracted big 6 Auditors

ERICSSON

HEINEKEN

Deloitte.

NOVARTIS

Chevron

EY

ABInBev

one
day
only

JCDecaux

BOART
LONGYEARPUMA
ENERGY

3M

Clover

ADDAX
PETROLEUM

takealot.com

Abland

ORICA

IGNITION
GROUPENVIROSERV
WASTE MANAGEMENT

DON'T WASTE

Tupperware®

SUGAR
ILLOVO
LIMITEDETHEKWINI
MUNICIPALITYAVON *Justine*

GET IN TOUCH

Thank you.

PAYSPACE HEAD OFFICE
299 PENDORING ROAD, BLACKHEATH



+27 87 250 2500

Contact Us



sales@payspace.com

Email Us



www.payspace.com

Visit Us