

PaySpace Case Study

Situation:

Boart Longyear was facing several challenges due constraints encountered with the legacy payroll software that the organisation was using. Some of the key challenges encountered by Boart Longyear included;

- Disparate installations of payroll software across each entity which meant that maintenance and support was required across each installation and there was no means of running a consolidated payroll across all the various regions.
- No Country-specific legislation parameters built into the payroll software which placed the company at a huge risk of non-compliance to the relevant region's tax and labour laws, in some which resulted in penalties payable to the authorities.
- No Automation of payroll calculations meaning all payroll activities had to be done manually which was a time consuming process and posed risk to calculation errors due to the amount of human intervention that was required.
- No Expatriate functionality was available resulting in extreme time consuming processes to ensure employees are able to maintain a consistent lifestyle, regardless of where they are stationed and that Boart Longyear abides by the law as dictated by respective home and host countries.

Solution:

At the time, PaySpace was not yet readily available across Boart Longyear's entire Africa footprint and a lot of work was still pending specific to the Africa territories. It is during the relationship with Boart Longyear where PaySpace started expanding their African footprint, rolling out to African countries with advanced expatriate functionality, gross up calculations, multi-currency support, and multi-language and tax equalisation automation.

During implementation PaySpace was rolling out to a different African country approx. every three weeks.

Boart Longyear uses the PaySpace platform to process payroll and HR across Africa and HR only in 9 other countries. Boart also uses Cloud Analytics for Business Intelligence analyses and reporting purposes.

Benefits:

- Statutory compliant payroll processing. With PaySpace, Boart Longyear managed to become compliant due to the accuracy of the payroll processing capabilities within PaySpace. Boart Longyear went from over 100 queries a month to a maximum of 3 with majority of months with no queries at all.
- Reduced processing time, increased efficiency. Boart Longyear was able to cut down on their payroll processing time, where it typically took twenty days, Boart Longyear now only requires two days to process payroll.
- Centralised payroll function. Due to the advantages of using a Cloud-based solution, Boart Longyear is now able to run a centralised payroll across their entire Africa footprint.
- Reduced costs. Boart Longyear no longer needed to maintain several different installations of software across their Africa footprint and with PaySpace, all software upgrades, patches and changes legislative rulesets are released to all customers at no cost, drastically decreasing the expenses typically required to use an on premise solution.
- Advanced expatriate and gross-up functionality. With PaySpace, expatriate and gross—up functionality is readily available to cater for all of the complex statutory laws regarding expatriate employees.
- Multilingual payslips and payroll components.

Overview

Company Details

Boart Longyear
Approx. 3500 employee payslips
Mineral Exploration; Mining

Geographical Scope

Payroll and HR Processing:

Burkina Faso; DRC; Dubai; Zambia; Eritrea; Gabon; Ghana; Guinea; Ivory Coast; Liberia; Madagascar; Mali; Mozambique; Zambia; Senegal; Sierra Leone and South Africa.

HR Processing only:

Germany; Ireland; Netherlands; UK; Switzerland; Poland; Russia; Kazakhstan and parts of UAE.

Contract Details

Contract Commencement Date:
Since 2011
Contract Period:
Ongoing