The new UK holiday pay rules are a reality and we'd like to help you implement them in your SAP Payroll system fast.

Employees in the UK are now entitled to a topped up holiday pay for at least some of their annual leave. Many UK employers have already implemented a solution, but others are still waiting and if you are in that second group, we'd like to help you.

We've packaged a solution for a range of requirements we've seen many SAP Payroll customers using, but which also leaves room for you to make amendments to match your bespoke context. This neat package can be implemented within 2 weeks after requirements have been established.

We know that all customers are different and the holiday pay ruling at this point in time leaves some room for interpretation. So, we won't force you into a strict pattern, but we will help you navigate the various options to decide upon your own solution. Sure: we are no lawyers and can't give any legal advice, but it can help a lot, if you hear what other customers are doing and if we give the discussion some structure and raise the right questions you need answered to build the technical solution in your SAP Payroll system.

The Package

Our package includes:

- Exploration call to explain the package, establish it fits your needs and answer any of your questions (ca. 1h). You can drop out after that call without incurring any cost.
- One day workshop to define your requirements and establish your existing SAP system context. Bring your legal advisors to the meeting, if you think you'll need them for clarifying requirements. You can still drop out after that workshop paying only GBP 950 for the workshop.
- Implementation of the solution as confirmed after the requirements workshop on your development system based on our templates (remote).
- Technical and process documentation.
- Walking you through the solution, amending the implementation as necessary, and establishing testing strategy and plan (1 day on site).
- Review and user questions after testing (1 day remote or on site).

Prerequisites

- Requirements established before start of implementation.
- Remote access for implementation is available (alternative arrangements are possible) and a user with access to all relevant configuration and (depending on your preferred solution) ABAP development is provided.
- A test environment for unit testing with current configuration and test data.
- User acceptance testing to confirm the calculation is correct for all relevant cases done by your own experts.
- Requirements for calculation and your existing system context need to be within a reasonably pragmatic constraint, which we will share and explain to you in detail before and

during the exploration call. We are confident you'll love us for keeping you on a pragmatic track, as it'll also keep maintenance cost low and the process transparent. These requirements comprise:

- o Identifying the days to be paid with the uplift by their absence type
- o Using for-period values for the average calculation
- o Identifying the values used for the average by wagetypes
- o Clear definition of the number of hours used to calculate the average
- o Same set of rules for all employees eligible for the uplift

If you find your situation doesn't fit all prerequisites, don't worry, but talk to us. We may be able to still accommodate your requirements within the package price or make small amendments. Eventually we'll help you to get there, so your employees will find that little extra on their payslips soon:

Depending on your requirements and preference the solution can be implemented with SAP configuration or with a custom operation or function to be programmed based on a template.

Availability:

The solution is available for all UK SAP Payroll customers, but the number of customers we can help within the window of time is limited.

Price:

- Tool, implementation and initial set-up (UK): **GBP 4,800 + VAT**
- Further help in configuration of time management or payroll or custom reports can be provided on a time and material basis.

Contact us:

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