



**iProSIM: as-if simulations
for ESS and payroll admins**



An employee has asked payroll about the impact of a future payroll related choice on their take-home pay. Payroll is now faced with a time-consuming or risky (or both) task of somehow calculating this and delivering to the employee

What did they have to do in the past, if they wanted to simulate the effect of certain changes? They copied employee data into the test system, made the change there, ran a simulation, and hoped that the result wasn't compromised by the data scrambling that many organisations do, when copies are created (think of scrambling Date of Birth, which could impact UK NI calculations).

Alternatively (probably not complying with the rules, but faster) they would just make the change in production, run the simulation and change it back again. Unless they get this very urgent call half way through and have to leave urgently. Then that extra bonus captured for scenario planning actually makes its way onto a real employee's payslip...

iProSIM does not touch the actual data – the data changes for the simulation are kept in a temporary buffer and will never affect real payroll.

Now a painless, quick, risk-free way to “crystal ball” employee queries

With iProSIM Payroll Administrators can simulate an employees payslip in SAP (an employee self service (ESS) option is also possible), while playing with various parameters or wagetypes. E.g. they can simulate a change in working time or in pension contribution, add a child care voucher scheme or check what a basic salary rise would result in.

The beauty of it is that iProSIM runs a normal payroll simulation taking all data and configuration into account and just adjusts for the changes requested. The actual data is not manipulated in the process and the payroll admin or employee will see their normal payslip (marked as a simulation) with the changed results to allow for easy comparison.

The parameters available vary by country and the UK solution offers a number of bespoke fields. The customer can make their own choice and hide some fields or add wagetypes with a simple configuration.

iProSIM - Payroll Simulation

Personnel Number: 90013238
Simulation Date: 01.06.2015
Variant for RPCALCG0: HR Refresh Param

Name: Mr Sam iProSim

PS Group/Scale: GRD01 1 | GRD01 1
MD10 Monthly salary (ind.eval): 5,000.00 | 6,000.00

Employment% (IT7): 100.00 | 100.00
Cap.utlLM (IT8): 100.00 | 100.00

Tax Code: 1060L | 1060L
Tax Basis: 0 | 0
NI Category: A | A
NI Director?: |
Pension Scheme: AE1 | AE1

Employee % of lower band: 3.0000 | 3.0000
Employer % of lower band: 1.0000 | 1.0000
Employee % of middle band: 3.0000 | 3.0000
Employer % of middle band: 1.0000 | 1.0000
Employee % of upper band: 3.0000 | 3.0000
Employer % of upper band: 1.0000 | 1.0000

A300 Shift allowance: 0.00
CCV1 Childcare Voucher For 40%: 0.00
1001 Signing Bonus: 0.00
A030 Rent allowance: 0.00

Log

The image above shows the selection screen with actual values on the left hand side and overwrite values on the right.

Mr Sam iProSim
123 First Avenue
Eastbourne
East Sussex
BN21 1TN

ABCDE International Ltd. | Period end 30.06.2015
Mr Sam iProSim | Department
Pay Number 90013238
Hourly Rate 0.00

Payments	Deductions	Year to date
Salary 6,000.00	Tax paid 1,444.65	TotGross 18,012.12
	EE NIC 392.56	PreTxDed 540.36
		TxblePay 17,471.76
		Tax paid 4,338.35
		EE NIC 1,177.92

The output is a complete payslip with the changed results – either as full screen as shown above or as a split screen to compare results before and after the change on one go.

Availability:

iProSIM is used by customers in Germany already and is now available for customers in the UK. As an early bird you can influence which parameters are available. Solutions for other countries (e.g. Ireland, USA) are being designed.

Price:

Tool, implementation and initial set-up (UK): **GBP 5,500 + VAT**
Discounts apply, if more than one country is implemented.

Prerequisites:

You need a workable SAP payroll and payslip for the relevant countries. Custom programming in payroll needs to follow good practise (no direct reading of infotypes from the database).

For ESS, you need ERP6.0 and a workable ESS able to show payslips.

Contact us to discuss in more detail or order your deployment:

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Find out more about iProCon's services in SAP HR and Payroll, SuccessFactors and Concur:

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