Global Payroll Services
- the digital way

Powered By Next-gen Technologies

ramco

There has never been a better time to

Focus on Digital Transformation

Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

ramco

DIGITAL TRANSFORMATION IS **YEARS** AWAY. I DON'T SEE OUR COMPANY HAVING TO CHANGE ANY TIME SOON.

COVID-19

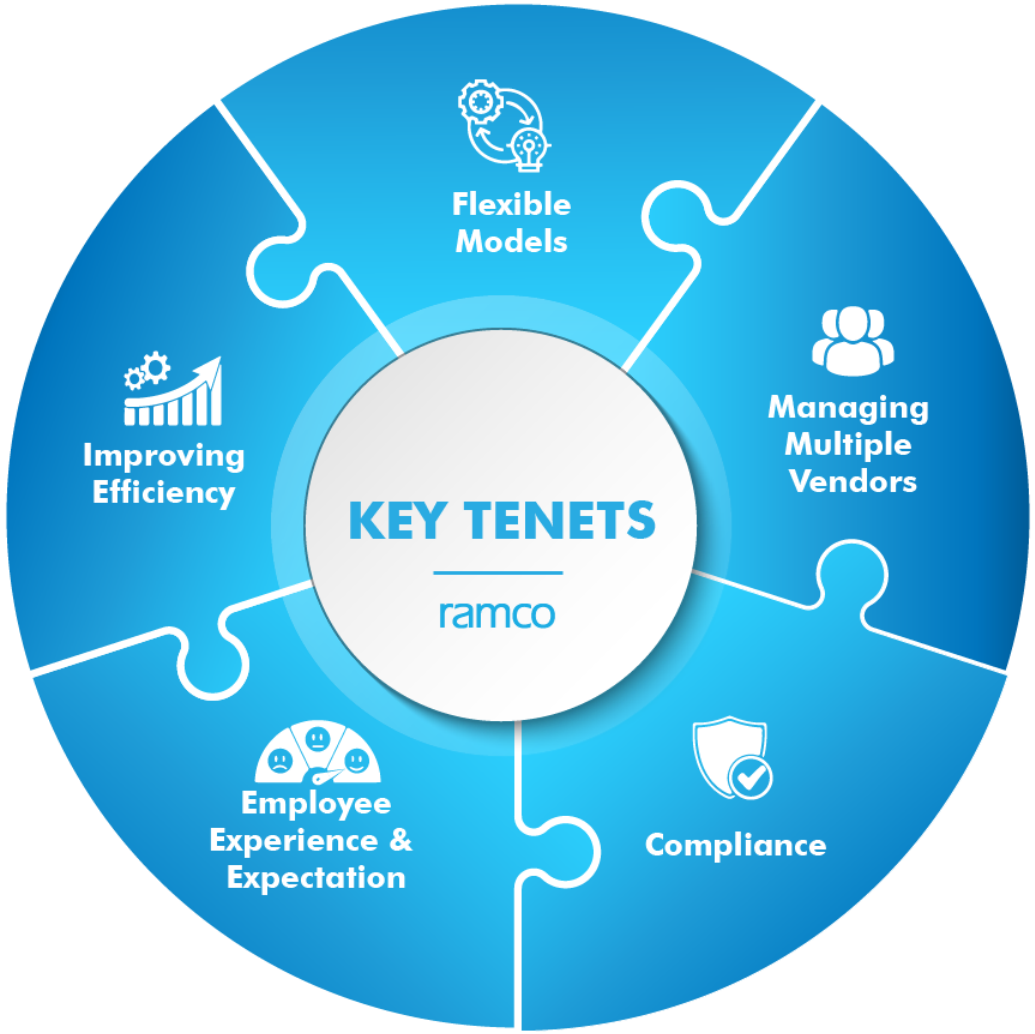
Aim for 10X

and not ~~10%~~

Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

ramco

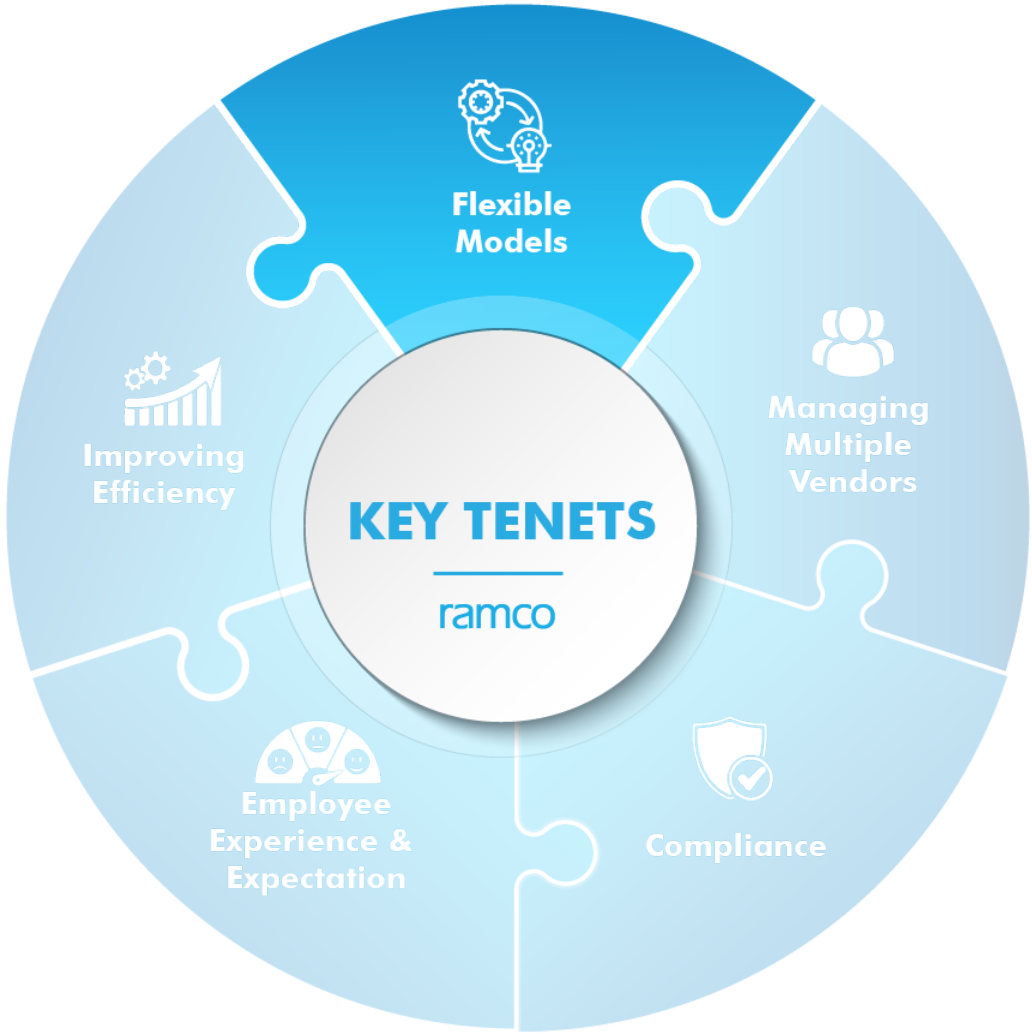
Global Payroll Transformation Tenets



Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

ramco

Global Payroll Transformation Tenets



Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

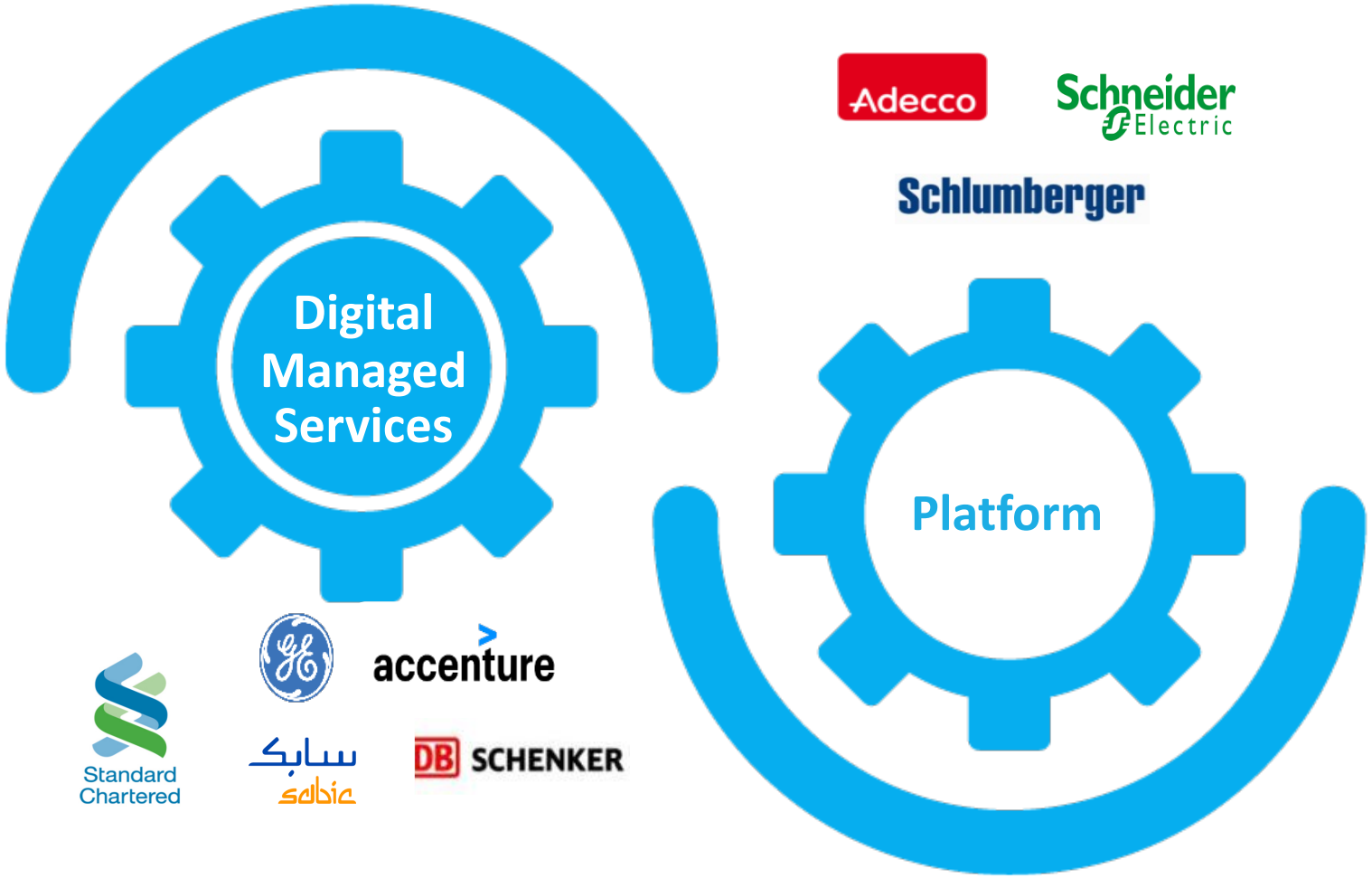
ramco

Feeling stuck by vendor prescribed approach?

- Are you sure your current strategy is working and scaling up/down to your demands?
- What will work the best? Inhouse or Outsourcing
- Flexibility of deployment

Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

Interoperable Model - Digital Managed Services or Inhouse Payroll



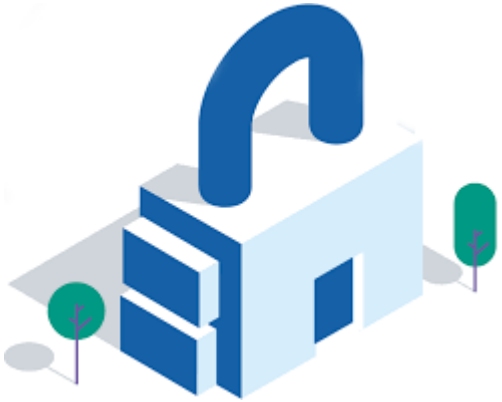
Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

ramco

Flexible Deployment Models

Public Cloud

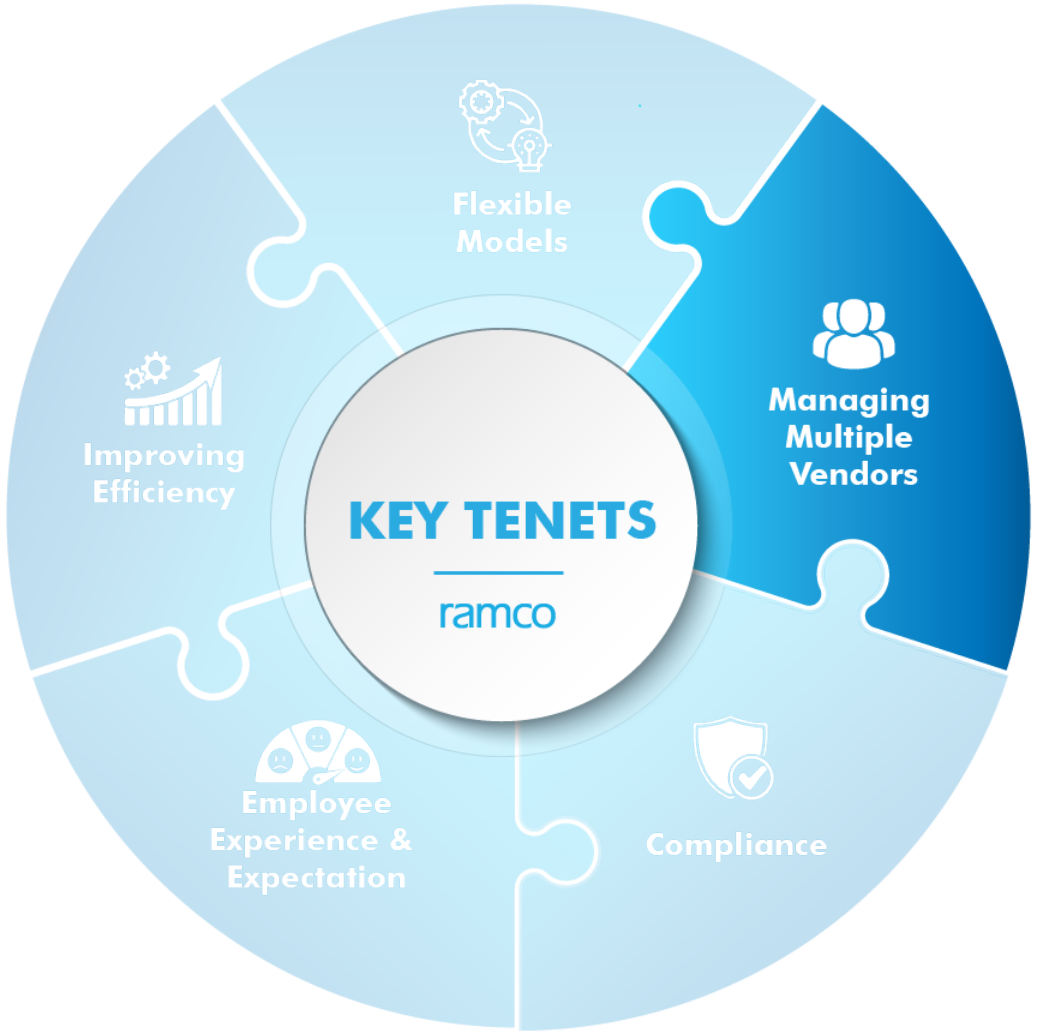
Private Cloud



On Premise

Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

Global Payroll Transformation Tenets



Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

ramco

Aggregators

VS

Ramco's Platform

- Your Global Payroll is as strong as your weakest Payroll vendor

- Global platform, local compliance across 50+ countries
- Consolidated global view
- Flexible, Plug & play architecture

Global Payroll coverage across 50+ countries

2.4mn+ paystubs processed every month using our platform

Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

ramco

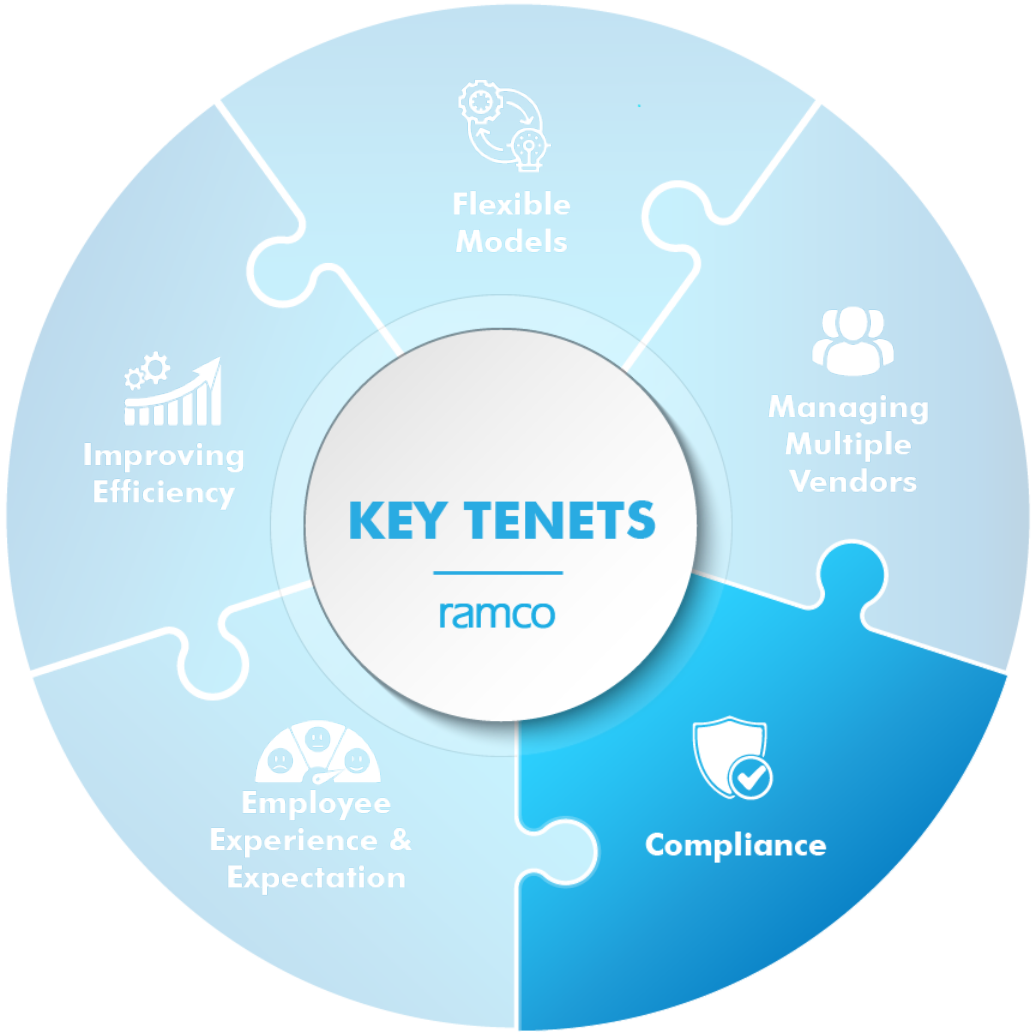
Everest Group
From **insight** to ***action***.

MAJOR CONTENDER IN EVEREST GROUP'S PEAK MATRIX FOR MULTI-COUNTRY PAYROLL PLATFORM

Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

ramco

Global Payroll Transformation Tenets



Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

ramco

Cost of Non-Compliance

[redacted] Scandal Serves as Reminder to Verify Employment Tax Deposits

[redacted] MadE Establishment underpaid workers $7.8 million

Miscalculating Wages by a few cents led to this company paying a six figure lawsuit

This week Woolworths confirmed that [redacted] client was one of three who had alerted it to an underpayment scandal that could affect nearly 6000 of its employees and cost as much as $300 million in back pay.

[redacted] Rockpool staff records doctored as part of 'most egregious' wage theft with Penalties for each individual breach can be up to $126,000

Ensuring Compliance

- Compliance as a proactive process
- Automated mechanism to Monitoring compliance changes
- Measurable compliance score
- Managing compliance partners across multiple countries vs. single point of accountability
- Fulfillment Service

Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

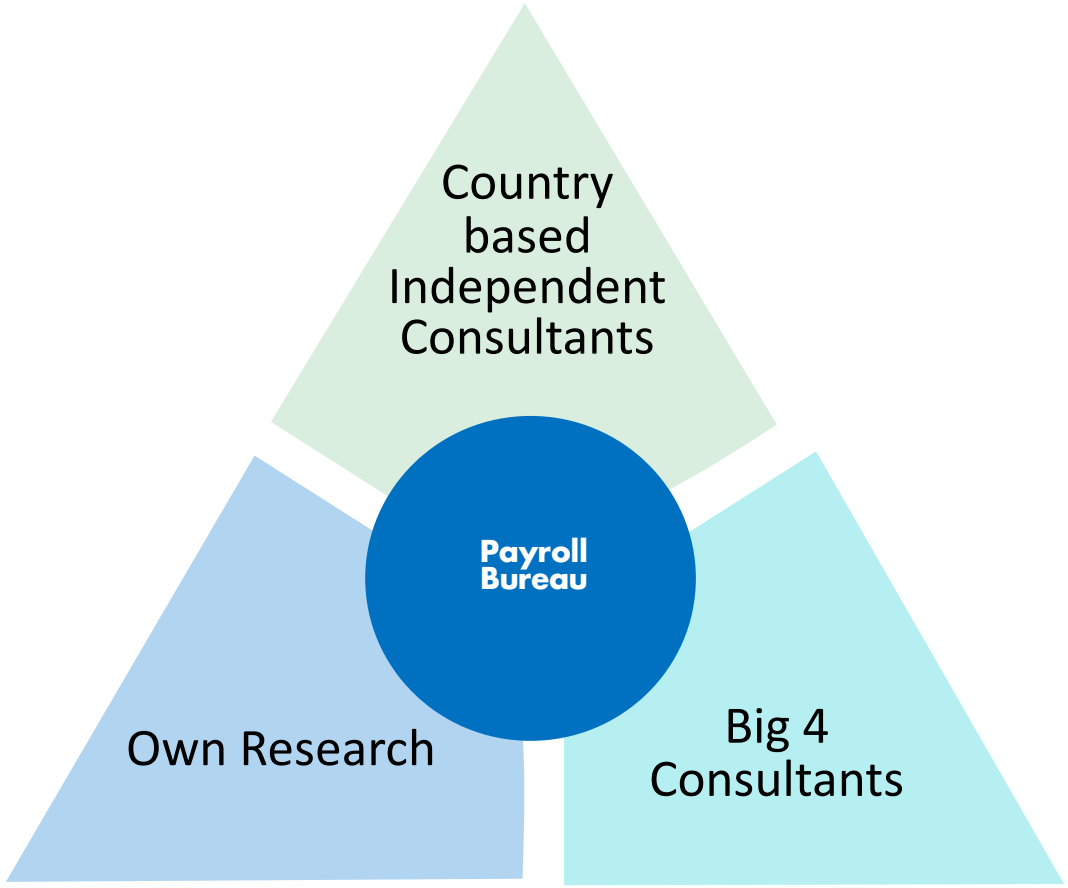
ramco

We got you covered!

- Partner with Taxation service providers
- Regular monthly updates w.r.t to Payroll related Statutory changes
- Services availed for specific assignments / projects

- Research on Payroll rules and regulations
- Manage other Service Providers
- Manage collaterals and information repository

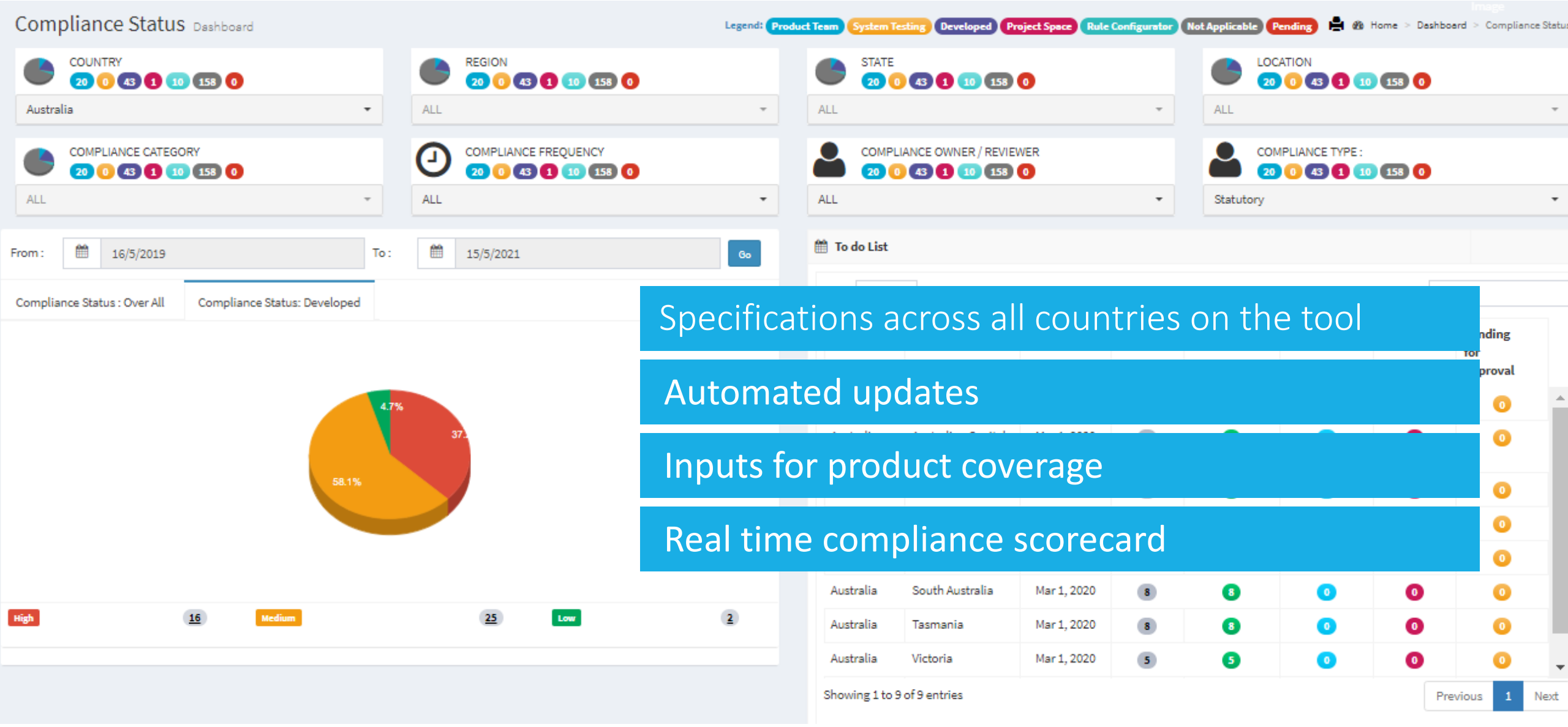
- Validation of Payroll rules across the globe
- Inputs when developing payroll for new countries
- Regular monthly updates & advisory services on demand



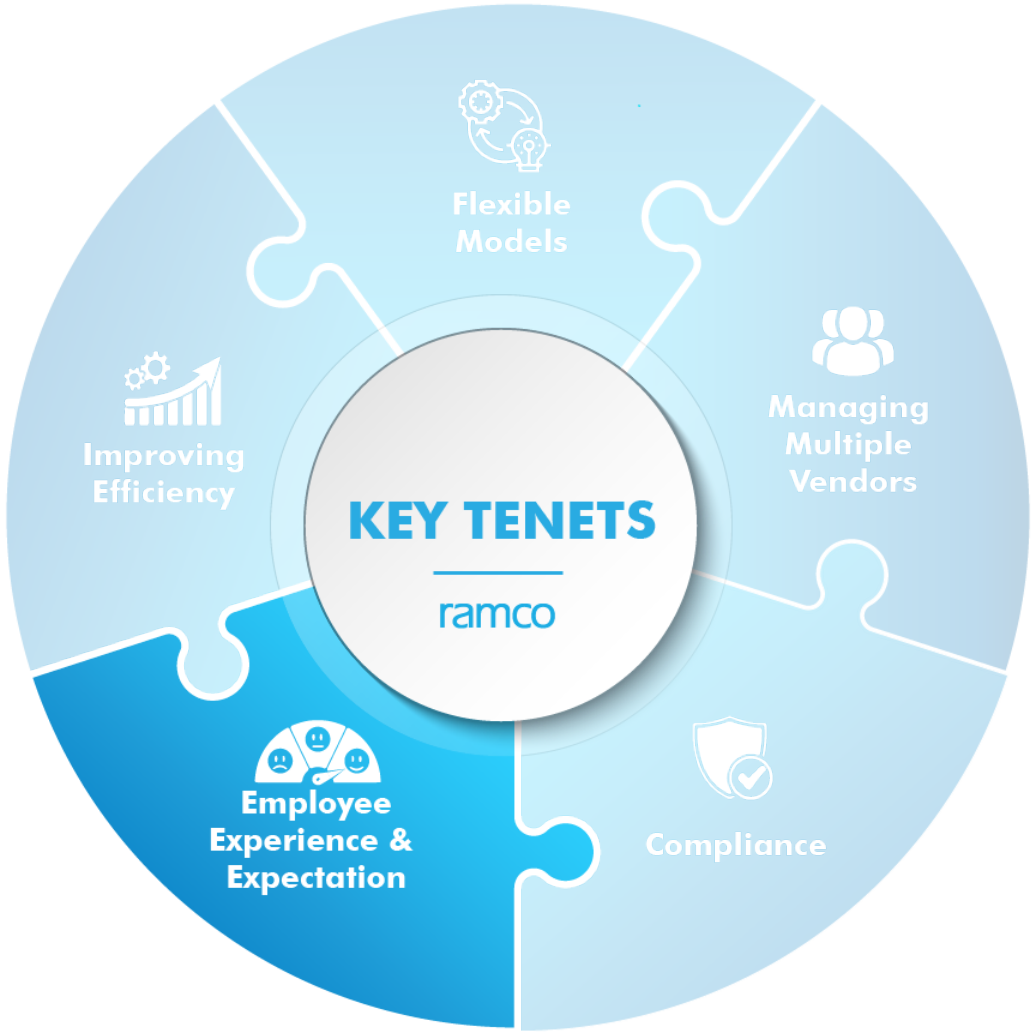
Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

Automated Compliance Management Tool

powered by Big 4 consulting firms



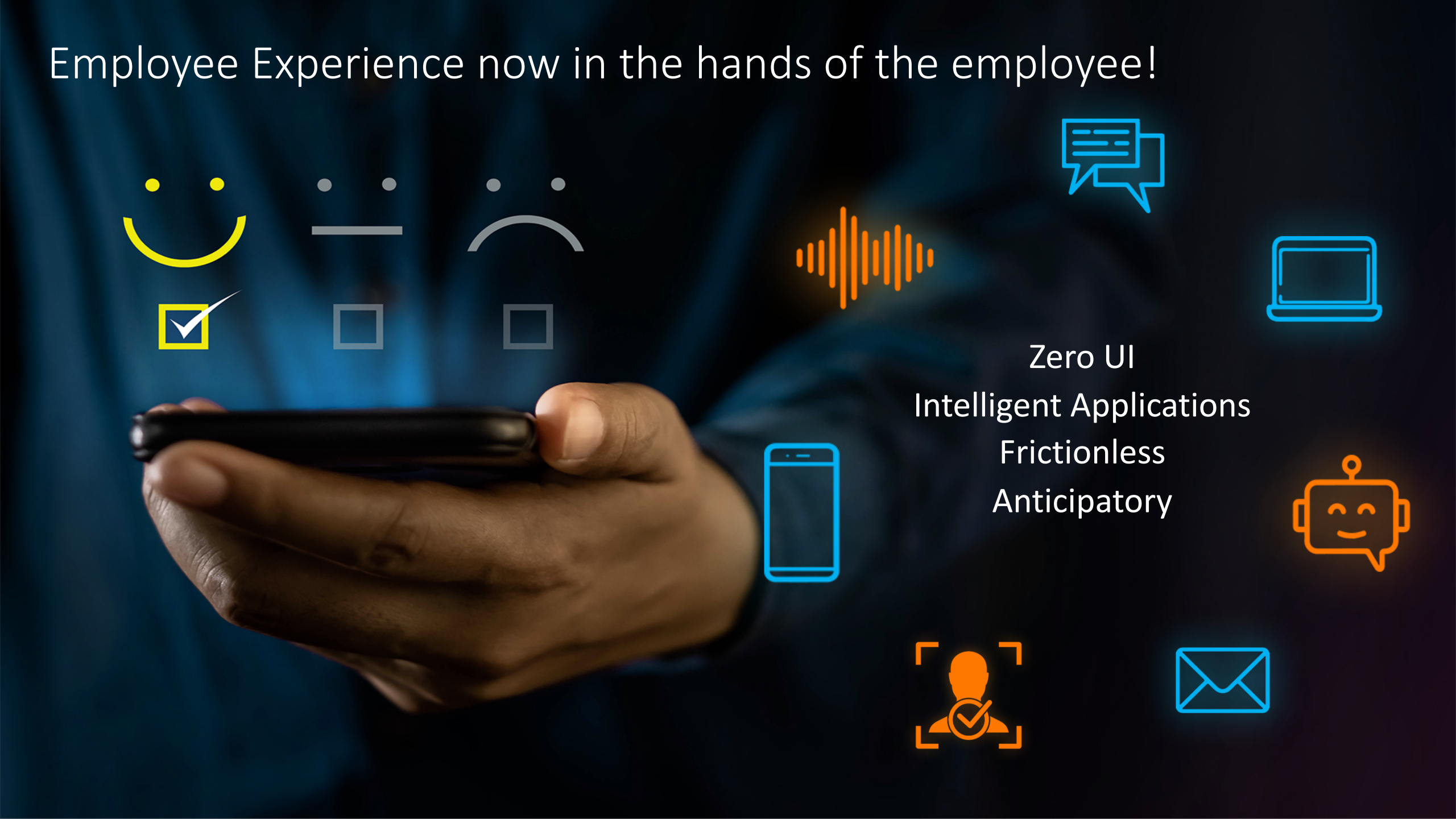
Global Payroll Transformation Tenets



Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

ramco

Employee Experience now in the hands of the employee!



Zero UI

Intelligent Applications

Frictionless

Anticipatory

Meet Ramco CHIA - ChatBOT

Conversational platform for employees and core users

- Support Bot
- SPOC Bot
- Transaction bot
- HR Admin Bot
- Policy Bot

Channels Supported

Ramco's AI Support bot: Chia can answer up to **70%** of your employee queries!

Cut shared services cost by up to **50%** with intelligent bots powered by AI & ML!

ramco

Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

Support bot for employees

Customer SPOC Bot

- How was my tax calculated?
- My arrears seem to be lesser than what I am supposed to get. Can you please clarify?
- What would be my leave balance starting 1st Jan 2021?
- What is my total bonus / commission for last year?
- Why is my Medical claims lesser than the Bill Amount?

Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

ramco

SPOC bot for Core Payroll Processors

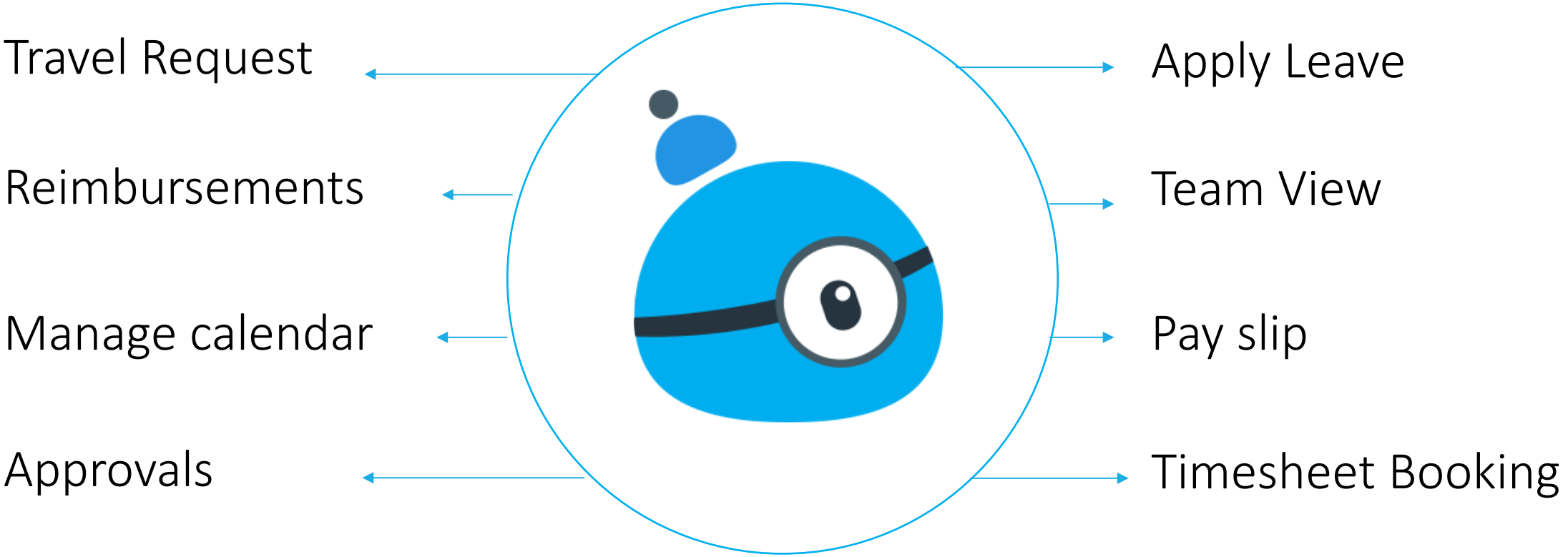
Customer SPOC Bot

- Is the variance report ready?
- Are bank account numbers missing for any records?
- Have all the inputs been validated?
- When will I get the first cut pay register?
- When will I get my bank statement?

Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

ramco

Transaction bot for Employee tasks



Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

ramco

Mail Based Interaction

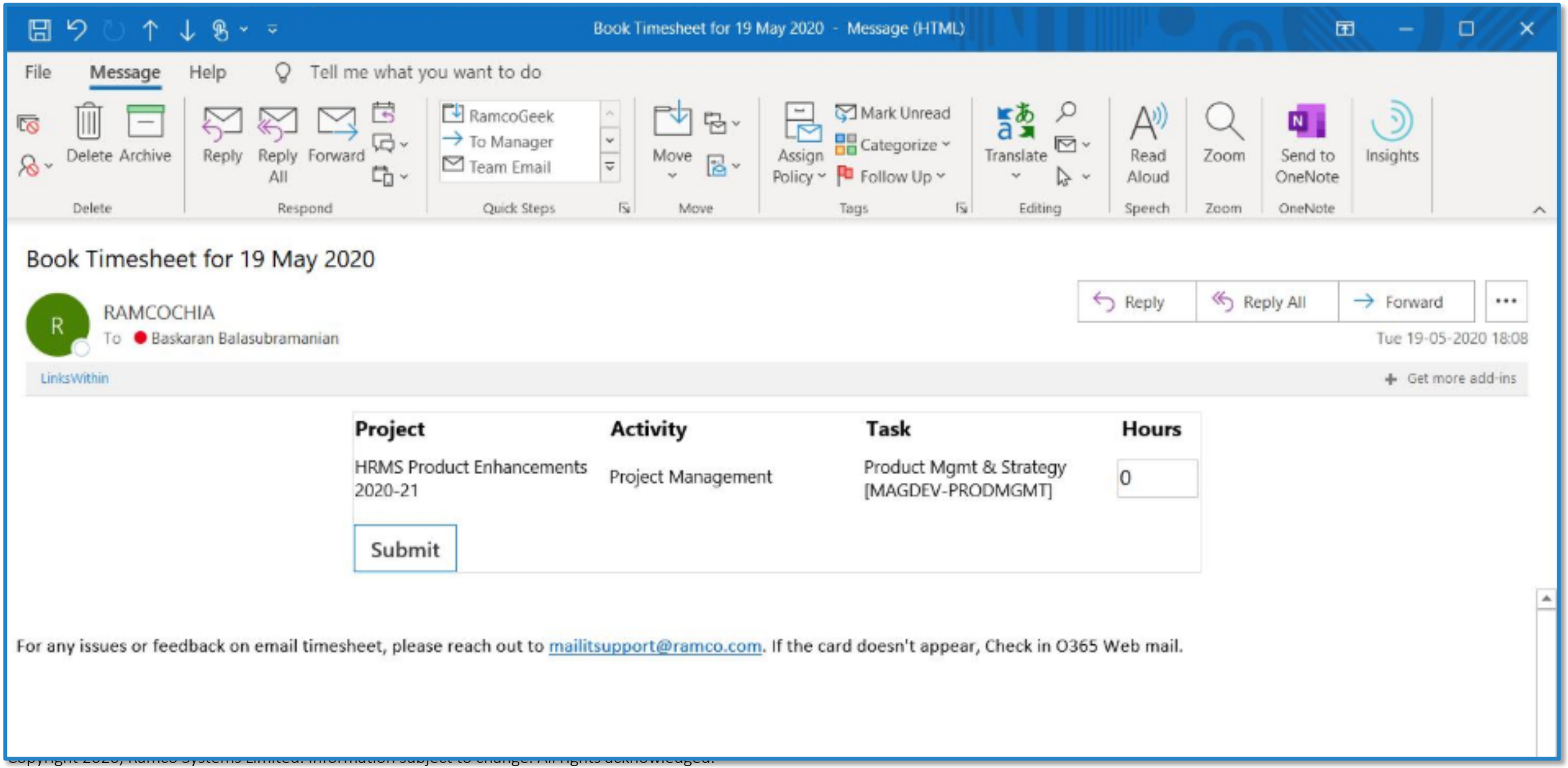
Exploit tools and applications that users are bound to spend good time on e.g. emails

- No logins, no screens Just MAIL IT
- Apply leave
- Find your Leave balance
- Get your Pay slip
- Lots more…

Copyright 2020, Ramco Systems Limited.
Information subject to change. All rights acknowledged.

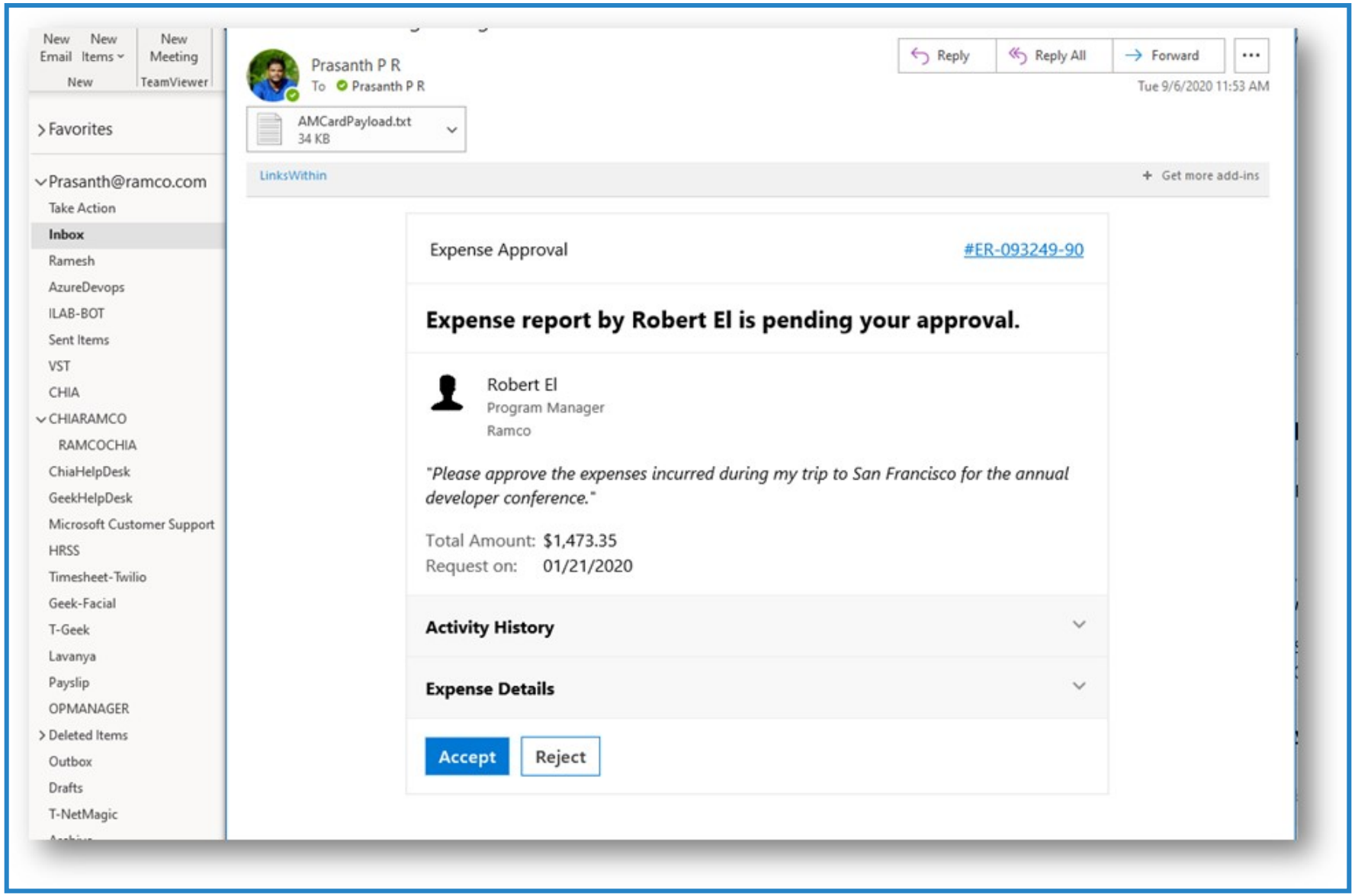
ramco

Outlook actionable messages



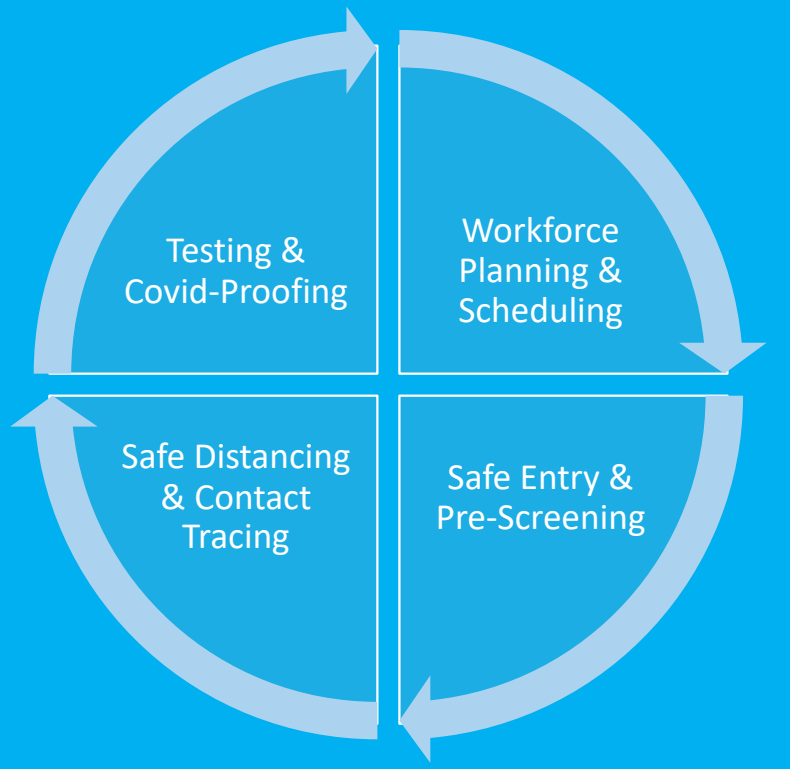
Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

Outlook actionable messages



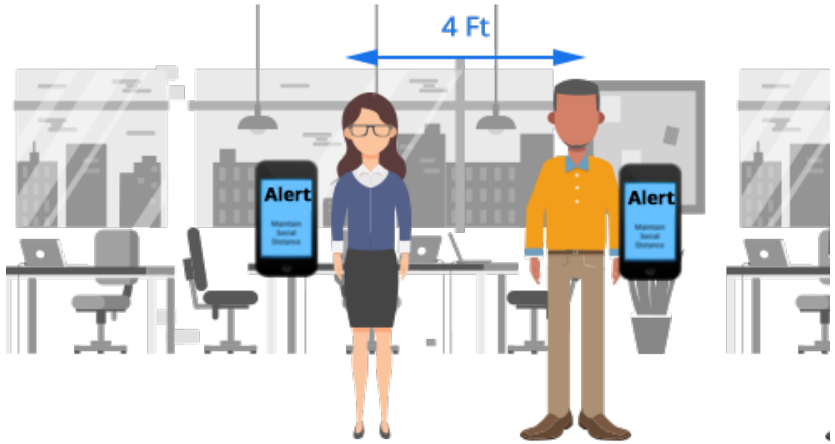
Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

Comprehensive Pandemic Control System for Workplace Safety & Health



Copyright 2020, Ramco Systems Limited.
Information subject to change. All rights acknowledged.

Safe Entry & Pre-Screening



Social Distancing & Contact Tracing

ramco

System knows you!

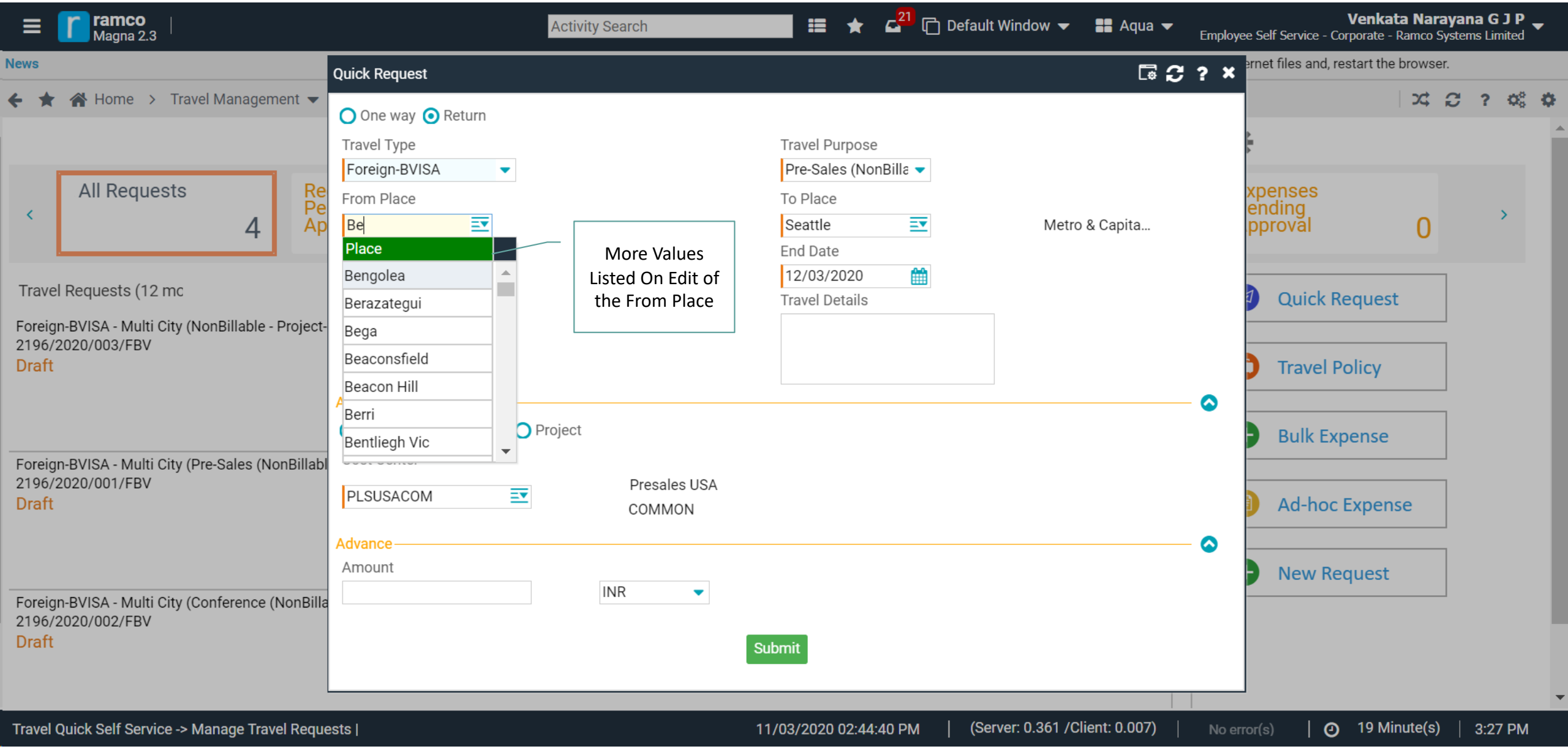
Universal Personalization Engine:

- Systems learns based on your past pattern usage
- Defaults value based on recency & frequency

hange. All rights acknowledged.

ramco

Your travel form now made easy!



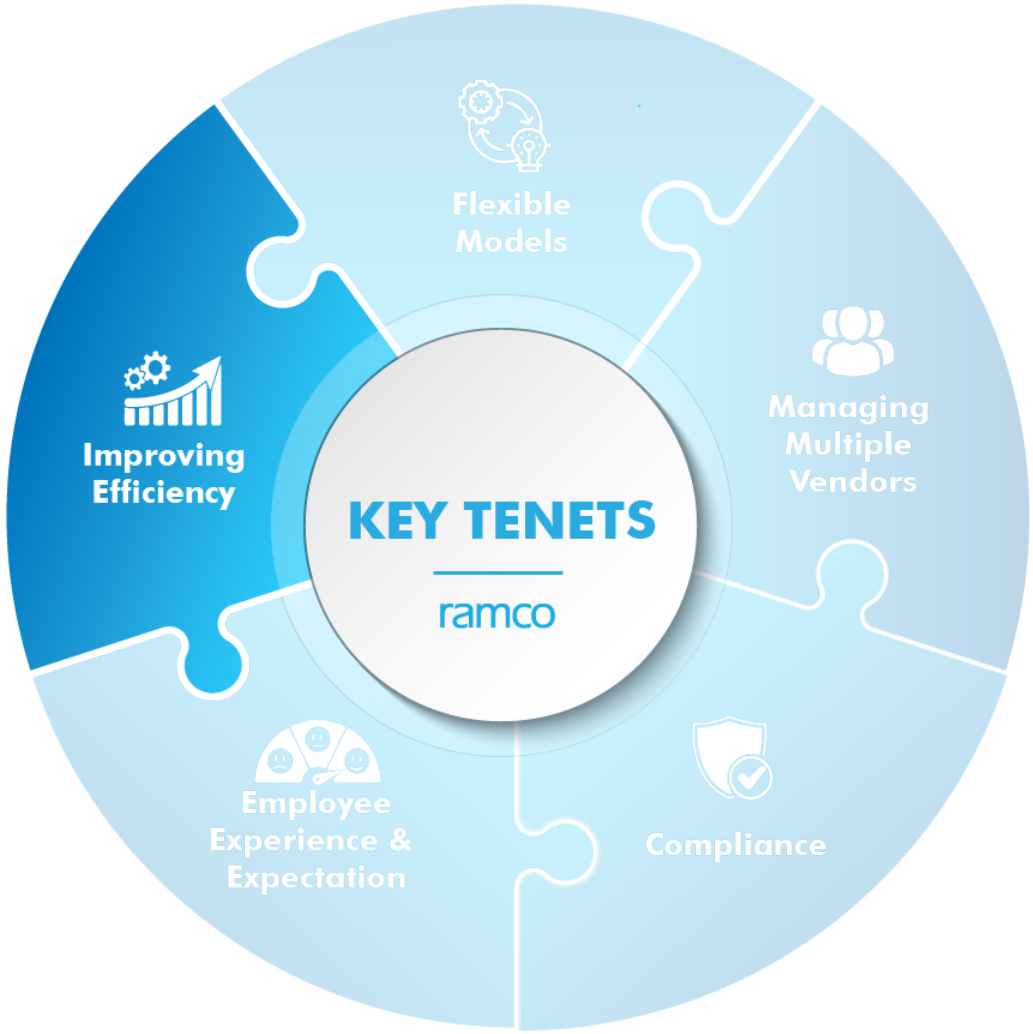
NelsonHall positions Ramco as LEADER in it's NEAT Matrix for NEXT generation Payroll Services

Annual evaluation of Payroll vendors highlights Ramco's strength in Global payroll with innovation levers around AI/ML, chatbots, Voice and Event-based notifications

Copyright 2020 Ramco Systems Limited. Information subject to change. All rights acknowledged.

ramco

Global Payroll Transformation Tenets



Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

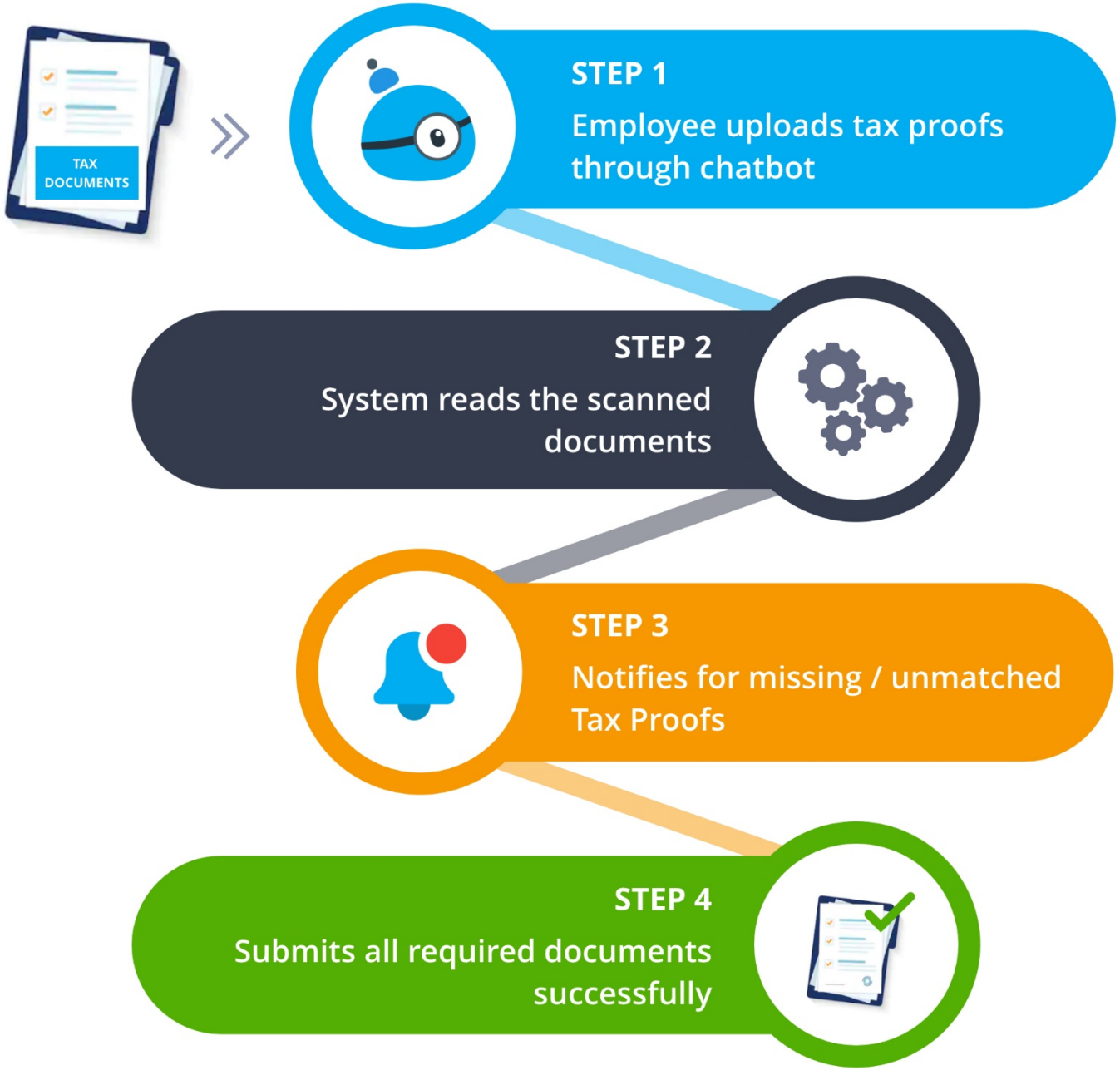
ramco

Efficiency & Automation
AI based systems
age like wine!

Allow the system to

Automatically Validate
Tax Proofs
with
Tax declarations

- *without Manual checking*



Copyright 2020, Ramco Systems Limited.
Information subject to change. All rights acknowledged.

Anomaly detection

Finding a black cat in a coal cellar

Identify ANOMALIES & OUTLIERS to detect potential errors:

Pay Element Variances

- Net Pay
- Basic Pay
- Gross Pay
- Statutory Values
- Headcount Variances

Master Level Variances

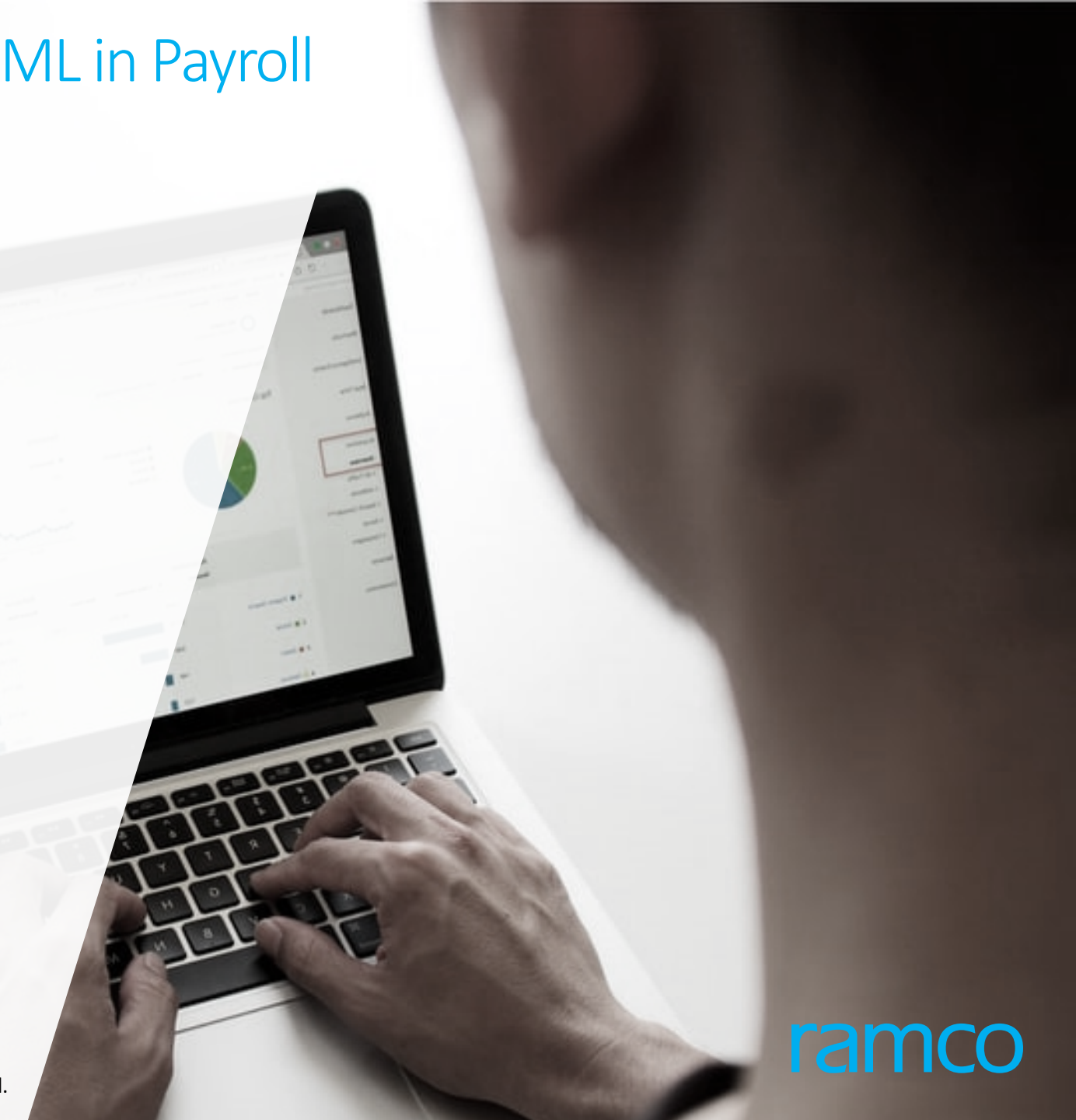
- Bank Account #
- Beneficiary Names
- Employment Types
- TIN, SSS, PhilHealth #
- Headcount Variances

Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

ramco

Real Life Use Case for Leveraging AI/ ML in Payroll

- 60,000+ employees
- Fortnightly Pay out
- 900+ Pay components
- 15 different source & destination systems
- 80+ types of overtime
- 500K+ average records per Pay cycle
- 5 days to cut-off to Payments
- 100K+ Recurring | 200K+ Non-recurring | 200K+ OT based inputs



Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

ramco

Validation Methodology

- Random checking for a sample set
- Manual and person dependent

Validation of 50K Employees x 200 Pay components (approx. 11 mn pay components)

Areas of Discrepancies

- Wrong OT Hours
- Wrong Input Amount (Meal Allowance, Compensable Allowance etc)
- Missing Inputs (Quarterly Bonus due but not advised)
- Wrong Pay Component (Instead of Quarterly Bonus - Performance Bonus advised)

Shorten your payroll cycle from 8 days to 4 days
Allowing longer window for employees to claim
Digital
Ramco's Managed Services
CRUISE
RES
+
CANCEL
SET
–

Keep Calm, Cruise mode on!

Platform led payroll Managed Services

Multi Country, Multi-Frequency, Multi-Currency Payroll Processing

Multiple Payrolls like Salary, Off cycle, Exit, Ad-hoc etc.

Payroll processing for new joiners and leavers

Last mile activities & Lodgement service

Helpdesk Support – L2 & L3

Portal for Administrators & Employees

Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

Write to us:

Contact@ramco.com

Create your future from your future, not your past

Copyright 2020, Ramco Systems Limited. Information subject to change. All rights acknowledged.

ramco