



Tempest product overview

Middle office pay and bill and managed services

Middle office

Tempest is the central hub of your business, where all payments, invoices and timesheets are produced and managed. UK and Irish legislations are supported as standard, with international payroll and billing available via the international module. Third party front office and accounts solutions are interfaced via our import and output technology, whilst our own integrated front and back office products work seamlessly with Tempest. The Pay and Bill platform caters for PAYE, Ltd company, Umbrella and self-employed requirements.

Safe Tempest Pay and Bill module

Functionality

Tempest takes the timesheet and front office input and then processes the gross to net and billing requirements for all workers and clients. It includes the following functionality:

- numerous business entities within a single system
- UK and Eire legislations supported, which can be extended via the international modules
- single point of entry
- payment to worker and invoice to client from a single system, no duplication of data entry
- single database holding the legal status of all workers
- multiple supplier types

the worker relationship can be managed regardless of whether the supplier relationship is with the worker as a direct employee, for example:

- pay as you earn (PAYE)
- self-employed
- partnership
- limited company
- through a third party such as an 'umbrella' or composite company
- second tier relationship with another employment agency



Tempest product overview

Middle office pay and bill and managed services

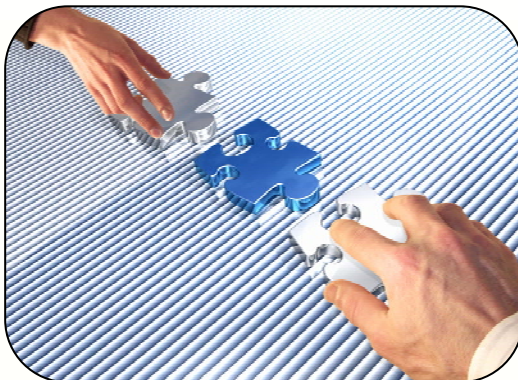
- full CIS support
- multiple forms of entry for timesheet information to meet client requirements and formats
- ability to map data import to client delivered specification via customisation or standard import tools
- numerous timesheets per worker in any payment period
- supports numerous assignments per worker in any payment period regardless of the billing client
- payment to worker or supplier of labour may be made by timesheet or on receipt of supporting purchase invoice
- 'rules-driven' validation of timesheet data inherited by Safe Tempest reduces errors and ensures compliance
- the separation of the payment and billing functions enable daily payment and invoicing
- payment can be made according to defined payment frequency or enhanced to support, at supplier level, payment according to agreed payment terms
- contractor self billing. The production of an invoice on behalf of the contractor to match the remittance due, offering an additional service to the contractor and streamlining administration.
- flexible invoice consolidation to match client requirements as to frequency.
- the basis of consolidation is defined by the user and can be individual to a single client or common to numerous clients
- separate invoicing calendar and payment calendar gives the ultimate in flexibility in meeting the requirements of differing payment and billing cycles
- client payments can be managed by timesheets due or by Purchase Invoices received, together with payment terms agreed with client
- non-PAYE workers can be paid in a currency which is different to the client's invoice currency and/or the base currency of the system
- numerous international sales tax regimes supported
- the gross cost of each activity is thus recorded in respect not only of the employment business's own structure, for example division, department, sales consultant but also the client's analysis codes, for example, valid purchase order, client cost centre, hiring manager.



Tempest product overview

Middle office pay and bill and managed services

- thousands of addresses per client allow tailoring of assignments to the specific structure of the billed client
- ability to SMS message workers on payment and other triggers to enhance communication and reduce administrative overhead
- ability to define a 'parent – child' relationship for clients to define reporting by major client and child client relationship. Client hierarchies can also be defined for example BT plc going down to a lower level in BT.
- as both the billing and payment aspects of the relationship are contained within a single system, the system's user-defined Gross Profit report can be constituted by numerous fields. For example client, major client, sales consultant, division or department of business. A report can be run across a user-defined timeframe.
- standard correction wizards, permitting consistent correction of payroll and billing errors in a simplified step-by-step manner
- standard links to numerous accounting suites to avoid reliance on the manual posting of journals
- standard links to numerous payment systems to effect direct credit of payments to workers or suppliers.
- consolidated remittances to suppliers to reflect the activity performed by numerous workers whose relationship is managed through a single third-party entity.
- up to date Cognos Catalogue to enable the use of industry-standard reporting and business-intelligence tools against current and historical data (additional optional module)
- automated SMS production



Managed services

Functionality

- All suppliers or second tiers can be paid on the basis of timesheets or purchase invoices, either immediately or using payment terms, with optional self billing. All of this is configurable on a supplier by supplier basis with a payment terms override for each purchase invoice.
- self billing integrates directly with purchase invoices
- accruals for accounting timesheets or purchase invoices entered in a period but not paid until later
- clear support for workers who work through managed agency, umbrella company, or composite suppliers.
- Each supplier now only needs to be entered and maintained once within the system.
- Powerful searches, reports on suppliers, purchase invoice data including ability to monitor or report on payment status for purchase invoices
- comprehensively revised reporting for gross profit and operational purposes
- the ability to pay referral fees to suppliers who supply staff for large Managed Service Perm recruitment projects
- full integration with the Safe Scan product provides document storage, retrieval and data input for paper or fax copies of purchase invoices received from suppliers.

