



DESTINY

PAYROLL OUTSOURCING



A PREMIUM SERVICE FROM

SOFCOM

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Sofcom clients using our HR application HARMONY are acknowledged for their leadership and high standards of services.

Our flagship HR application HARMONY is successfully implemented in many of the leading multinational and local companies operating in Pakistan. We provide unmatched service and support for maintaining their HR and Payroll that is essential for their corporate success. Our Harmony clients are;

Atlas Bank	Parke-Davis & Co.
Bank AL Habib	Pfizer
Barclays Bank	Price Solution
BASF	RBS
Bayer CropScience	Sanofi Aventis
Bristol Myers Squibb	Silkbank
Dubai Islamic Bank	Standard Chartered Bank
DHL Global Forwarding	The First MicroFinance Bank
Haleeb Foods	Wyeth

"We have been using HARMONY as a payroll system since 2008 (the inception of Barclays Bank Pakistan) and have discovered this system to be very user friendly, robust, with strong ad-hoc reporting capability, full data audit trail and a workaround is available to meet any business requirement. We find Sofcom to be a strong business partner and are completely satisfied (there is no question) in terms of their response and turn around time. They have also successfully implemented payroll interface with our global SAP database.

In short, we are fortunate to have Sofcom as our Payroll solution provider and we would be more than willing to recommend them to other companies."

Asad Ali
Head of HR, Barclays Bank Plc.

DESTINY

Emerging business challenges have compelled companies to focus more on their core business activities and find effective ways of managing other areas. Payroll management is also one of those business processes where companies feel they can optimise their business by outsourcing.

Sofcom, with years of experience in development and successful implementation of its HR application HARMONY now offers a premium payroll outsourcing service, Destiny. We aim to provide a professional service in which payroll is processed accurately and in a timely manner.

Run Your Payroll As Never Before....



Payroll outsourcing brings many benefits to the organization.

Focus on Core Business

Outsourcing your payroll saves a significant amount of time that is normally required to execute this routine process. This saved time allows you to focus more on your core business, which results in greater revenues and improved services for your business.

Low Acquisition Costs

Destiny helps avoid the large upfront investment required for the acquisition of appropriate hardware and software for a new or enhanced HR solution. Also, Destiny helps eliminate the technology obsolescence and redundancy factors.

Compliance

We constantly keep an eye on the prevailing statutory regulations. Destiny helps you remain compliant with these regulations such as Income Tax, EOBI, ESSI, etc.

Greater Cost Savings

Destiny can help you in lowering your ongoing operational costs. Due to Sofcom's economies of scale and efficient working practices, Destiny will reduce your overhead costs in the areas of payroll staff, hardware and software maintenance.

Predictable Costs

With Destiny you can predict your ongoing payroll management costs. This reduces the uncertainties in business planning.

Less Dependency on Individuals

By outsourcing, you can ensure that you are not dependent on a few key employees who may leave your organization. Instead, you are in contract with a professional company to relieve you of such worries.

Accuracy and Timelines

Payroll errors and delays can be very painful and costly. With professionals managing your payroll you can expect greater accuracy and timelines.

DESTINY

The scope of Destiny includes the following:

- Salary Calculation – Allowances/ Deductions
- Income Tax Calculation and reports as per the rules and regulations
- Provident Fund deduction and member balances
- Employees Loan installments and their profit/markup calculations
- Employees Leave without Pay
- EOBI contribution and Reporting
- Overtime Calculation
- Bonus Calculation
- Medical and Other Expense claim and reimbursement
- Management Reporting
- Integration with existing ERP or Finance software solutions



Save Cost, Improve Efficiency



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