

Aren Payroll

Version 8.2

Enterprise Edition for Tanzania

User Guide

Aren Software Ltd

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1 Introduction

About Aren Payroll

Aren Payroll is a payroll program that runs in the Microsoft Windows environment. It enables you to set up a database containing pay details of the employees in your organisation. Data entry is interactive with income tax, loan payments, pension fund balances and other calculated amounts updated and displayed as you work.

The system produces several payroll reports such as payslips, payroll summary, payroll control account, cash and cheque lists as well as monthly and annual tax returns. All reports are formatted for A4 paper so there is no need to buy special stationery.

Access to the system requires a username and a password. There is one permanent user who has unrestricted access to the entire system. Other users can be added at any time and assigned access to those functions they need to use.

The program can be configured to suit the needs of your organisation. For example, you can define an unlimited number of payments and deductions. You can also update the tables used for calculating statutory deductions should the need arise.

Aren Payroll supports multiple organisations which is convenient if you need to run the payroll of more than one organisation on a single computer. A separate licence key is required for each organisation.

For each organisation, four pay frequencies are supported, *viz.* monthly, weekly, biweekly and irregular. The irregular pay frequency caters for employees who are not paid after fixed intervals.

Getting Started

To use Aren Payroll you must first install it and configure it to suit your needs. The rest of this section shows you how to begin this process.

Installation

To install Aren Payroll:

1. Insert the installation CD in the CD drive.
2. Run the program *Pay82Etp\Install\setup.exe* on the installation CD.

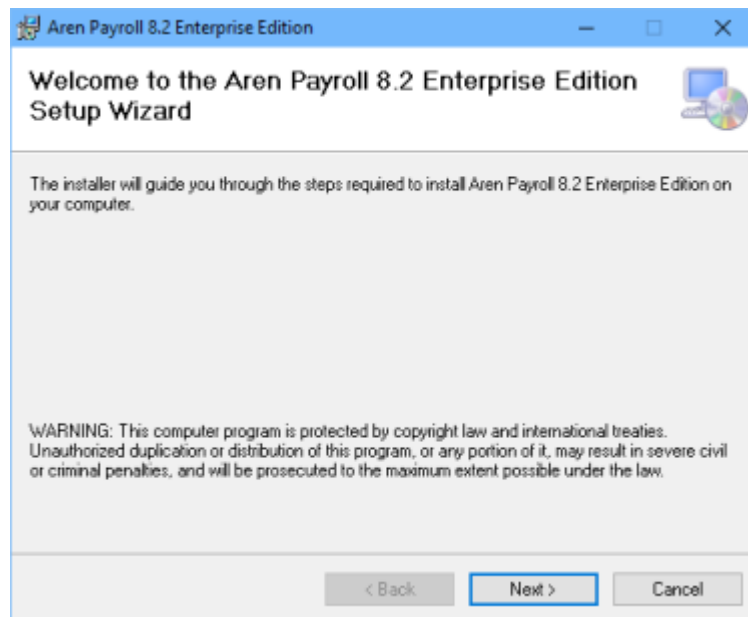


Figure 1.1: Setup Wizard

3. Follow the on-screen instructions that appear during the installation process (figure 1.1).

The installation process copies the files required by Aren Payroll to the folder you specify on the hard disk of your computer. It will also add Aren Payroll and its Help file to the Start menu.

Creating a Data Folder

1. Once the installation process is complete, run Aren Payroll by selecting it from the Start menu.
2. In the Start dialog box that appears (figure 1.2), click on Data Folder to open the Data Folders dialog box (figure 1.3).
3. Click on Create in the Data Folders dialog to create a new data folder in which to store Aren Payroll data.

You can locate your data folder anywhere you want on your computer or on a shared folder on another computer. Make

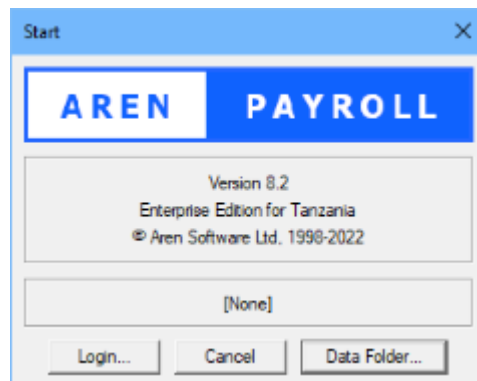


Figure 1.2: Start dialog box

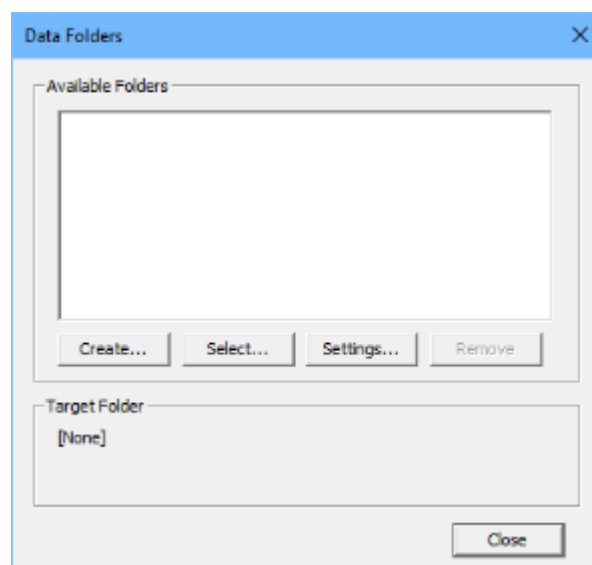


Figure 1.3: Data Folders dialog box

sure you have unrestricted access to whichever location you choose, otherwise the software may not work properly

Where the data folder is on another computer, that computer needs to have Firebird installed and configured to work with Aren Payroll. Appendix A shows you how to do this. If necessary, set up Firebird before proceeding.

Setting up the Data Folder

You will need to edit the settings for the newly created data folder.

1. Click on Settings in the Data Folders dialog to open the Data Folders Settings dialog (figure 1.4).
2. *Hostname* This is initially set to *localhost*. Change it to

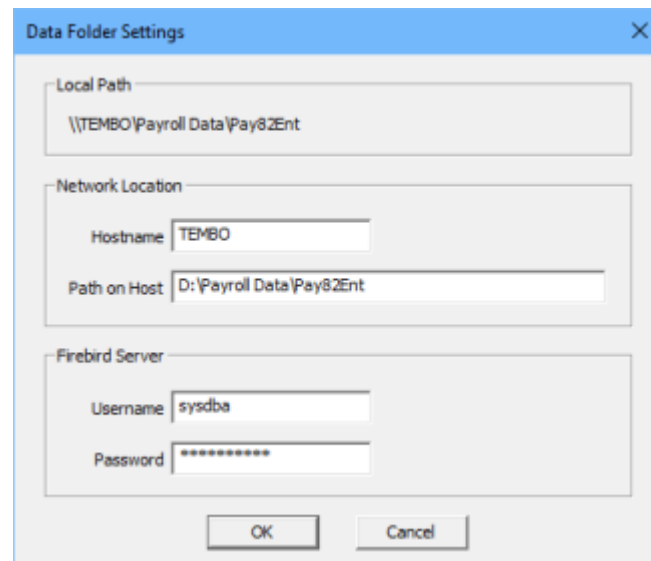


Figure 1.4: Data Folders Settings dialog box

the name of the computer on which the data folder is located.

3. *Path on Host*: Make sure this matches the full path of the data folder on the computer hosting the data folder.
4. *Username*: This is the username the software will use to log into the Firebird server. The default value is *sysdba* but you can change it if need be.
5. *Password*: The default value is *masterkey*. Edit it to match the username you have specified.
6. Close the Data Folder Settings dialog to return to the Data Folders dialog.
7. Close the Data Folders dialog to return to the Start dialog.

Logging In

1. Within the Start dialog, click on Login to open the Login dialog box.
2. In the Login dialog box enter the username *supervisor* (figure 1.5).
3. You will be prompted to enter a password for use in subsequent logins (figure 1.6). Enter a password of your choice.
4. A message box (figure 1.7) will then appear asking if you

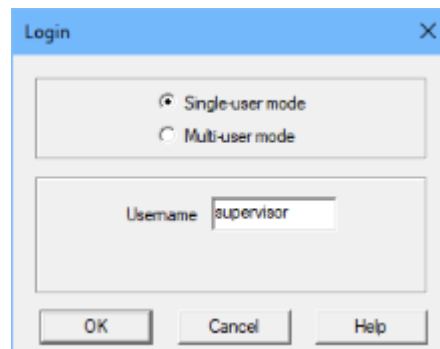


Figure 1.5: Login dialog box

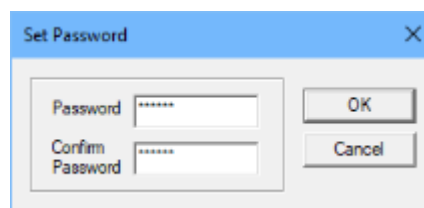


Figure 1.6: Set Password dialog box

would like to copy sample data. Choose *No* to proceed to set up your organisation.

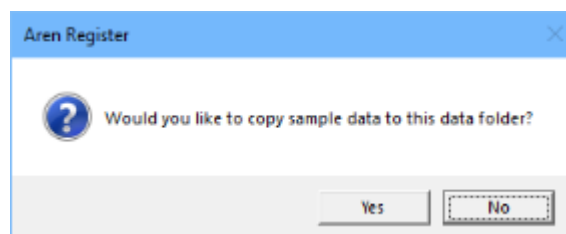
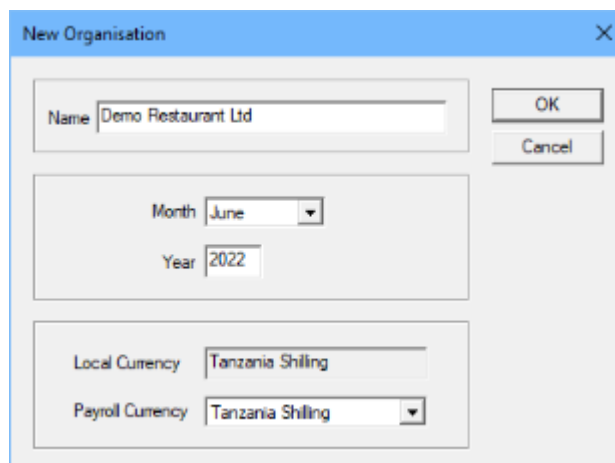


Figure 1.7: Sample data message box

5. The New Organisation dialog box is displayed next (figure 1.8). Type in the name of your organisation and the month from which you want to start entering data.
6. Close the New Organisation dialog box to begin using Aren Payroll.

Moving On

Before entering employee data you need to finish setting up the program. Section 2 explains how to do this. To enter employee data refer to Section 3 which describes the employee data tables in Aren Payroll.



The image shows a 'New Organisation' dialog box with the following fields and values:

Field	Value
Name	Demo Restaurant Ltd
Month	June
Year	2022
Local Currency	Tanzania Shiling
Payroll Currency	Tanzania Shiling

Figure 1.8: New Organisation dialog box

After entering employee data you can view the reports described in Section 4. With the exception of the muster roll and payroll variance, all reports can be printed out on A4 paper. Use the muster roll to export payroll data to an XML file in Microsoft Excel format.

To close the current pay period and start a new one, run a period or month end procedure as described in Section 5. That section also describes how to back up and restore data and create bank transfer files.

2 Setting Up

Before entering details about employees, use the Organisation and System menus to configure the program. The Organisation menu options apply only to the organisation that you are currently working with whereas those of the System menu apply to all organisations that you define.

Setting up the System

Users

Aren Payroll supports an unlimited number of users. There is always at least one user, *supervisor*. The supervisor has access to all functions including adding and deleting other users and assigning such users access to program functions. By restricting users to only those parts of the program they need for their work, it is possible to enforce separation of duties.

To add new users log in as supervisor then do the following:

1. Select Users from the System Menu. This displays the Users dialog box (figure 2.1).

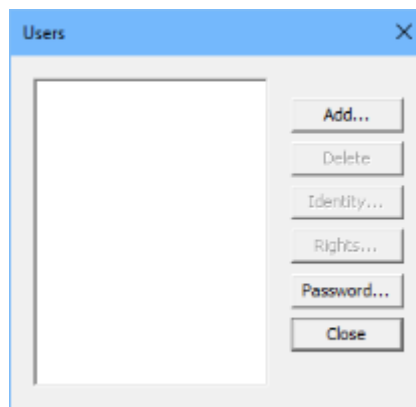


Figure 2.1: Users dialog box

2. Click on the Add button which brings up the User Identity dialog box (figure 2.2).
3. In the User Identity dialog enter the username. You may also enter the user's real name to help you identify him or her in future.

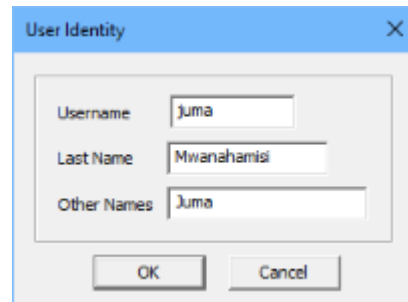


Figure 2.2: User Identity dialog box

4. Close the User Identity dialog and choose Rights from the Users dialog box. This displays the User Rights dialog box (figure 2.3).

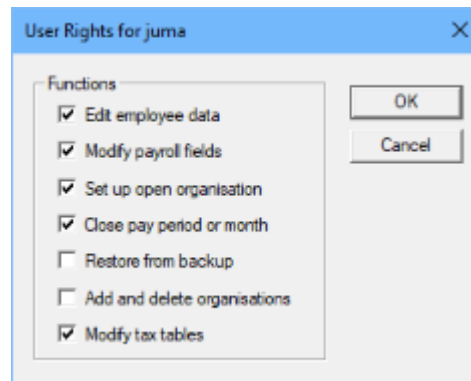


Figure 2.3: User Rights dialog box

5. Use this dialog box to specify the functions that you would like the user to have access to.
6. Close the User Rights dialog box and choose Password from the Users dialog box. This brings up the Set Password dialog box (figure 2.4).

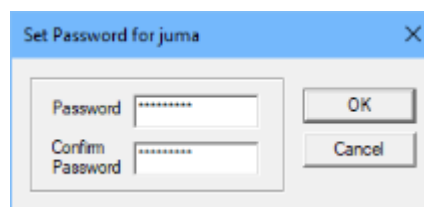


Figure 2.4: Set Password dialog box

7. Enter and confirm the password if you wish. If you do not enter a password at this stage, the user will be required to enter one when logging in for the first time.

8. Close the Set Password dialog box. You can add more users by repeating the procedure above.
9. Click on Close in the Users dialog box.

Banks

Aren Payroll comes with a comprehensive list of banks and their branches. You will need this list for employees paid by bank transfer rather than in cash or by cheque. The list is shared by all organisations that you create. To review or modify it, select Banks from the System menu which will bring up the Bank and Branches dialog box (figure 2.5).

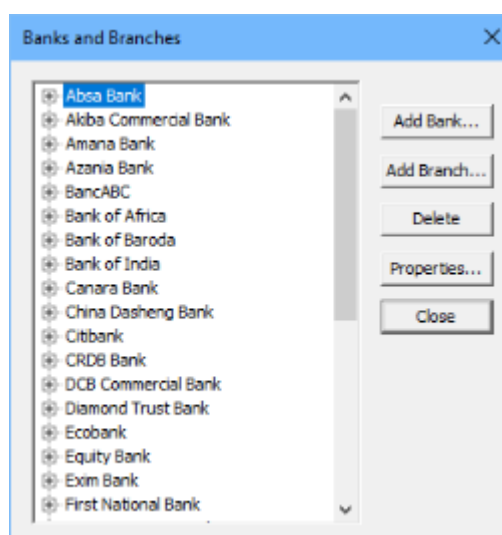


Figure 2.5: Banks and Branches dialog box

Statutory Deductions Parameters

PAYE is calculated using brackets and rates that are stored in a table. To view and update this table select PAYE Rates from the System menu (figure 2.6). Refer to the Tanzania Revenue Authority (TRA) website for the latest PAYE table.

The calculation of PAYE depends on a number of other parameters—non-resident tax rate, allowable pension fund contribution and statutory interest rate. Update these parameters by selecting System > PAYE Parameters to open the PAYE Parameters dialog box (figure 2.7).

NSSF and NHIF contributions are percentages of employee income. To modify these percentages select NSSF Rates or NHIF Rates from the System menu (figure 2.8).

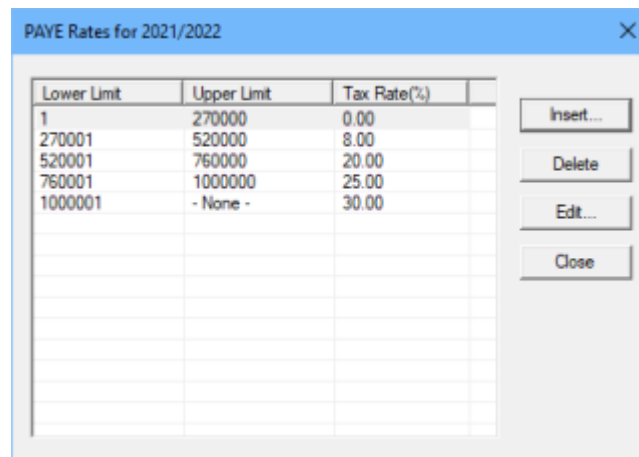


Figure 2.6: PAYE Rates dialog box

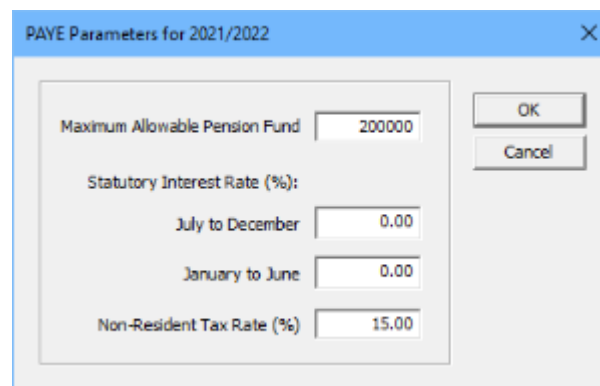


Figure 2.7: PAYE Parameters dialog box

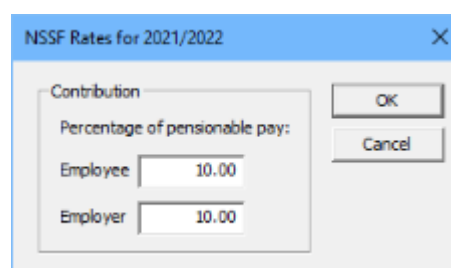


Figure 2.8: NSSF Rates dialog box

Working with Organisations

A single installation of Aren Payroll can support up to 99 different organisations. Each organisation requires a separate licence key. The name of the organisation that is currently open is displayed in the title bar of the main window.

Adding a new Organisation

To add a new organisation select Add from the Organisation menu. Use the New Organisation dialog box that follows (figure 2.9) to enter the name of the organisation and the month from which you want to start entering data. On closing the dialog box, the previous organisation is closed and the new one opened.

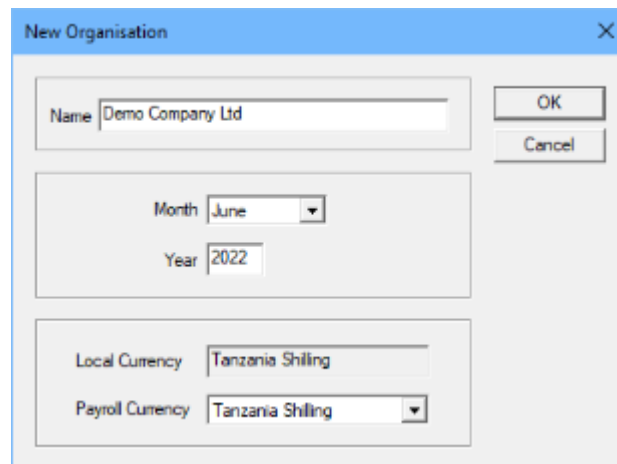


Figure 2.9: New Organisation dialog box

Opening another Organisation

To open a different organisation select Open from the Organisation menu. This will bring up the Open Organisation dialog box (figure 2.10) provided there are other organisations defined. Select the organisation you want to open from the dialog box.

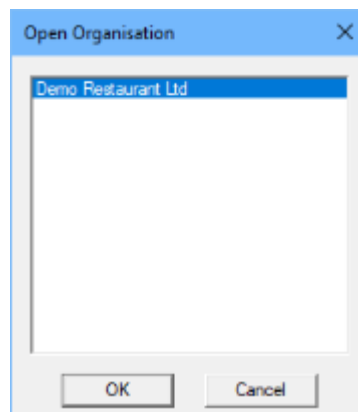


Figure 2.10: Open Organisation dialog box

Deleting an Organisation

You can delete any organisation that is currently not open. Deleting an organisation causes all its data files and folders to be deleted. It is strongly recommended that you back up the organisation's database file before deleting it (see Section 5).

To delete an organisation:

1. Select Delete from the Organisation menu. To minimise the risk of accidentally deleting an organisation you will be required to enter your password (figure 2.11).

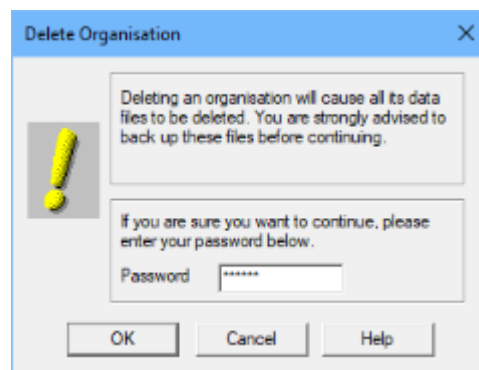


Figure 2.11: First Delete Organisation dialog box

2. Next, a list of all organisations in the system, excluding the one that is open, will be displayed (figure 2.12). Select the one you want to delete. Note that it is not possible to delete the organisation that is currently open.

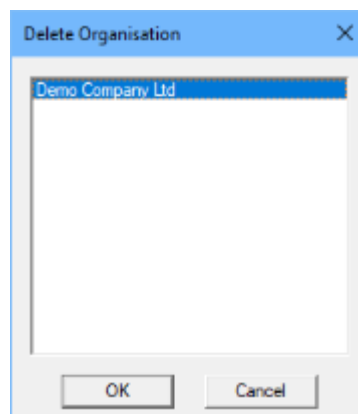


Figure 2.12: Second Delete Organisation dialog box

3. In the two message boxes that follow, confirm that you want to delete the selected organisation and destroy its data files.

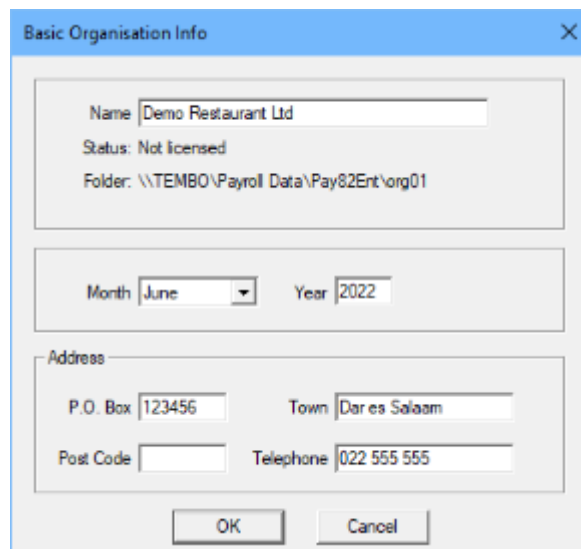
4. Aren Payroll will then delete the organisation. A dialog box confirming that the deletion is complete will be displayed.

Setting up an Organisation

To configure the organisation that is currently open, proceed as follows:

Basic Organisation Information

Open the Basic Organisation Info dialog box (figure 2.13) from the Organisation menu and enter the organisation's address and telephone number.



The image shows a screenshot of a Windows-style dialog box titled "Basic Organisation Info". The dialog box is divided into several sections. The top section contains three lines of text: "Name" followed by a text box containing "Demo Restaurant Ltd", "Status: Not licensed", and "Folder: \\TEMBO\Payroll Data\Pay82Ent\org01". The middle section contains two text boxes: "Month" with a dropdown menu showing "June" and "Year" with a text box containing "2022". The bottom section is titled "Address" and contains four text boxes: "P.O. Box" with "123456", "Town" with "Dar es Salaam", "Post Code" (empty), and "Telephone" with "022 555 555". At the bottom of the dialog box are two buttons: "OK" and "Cancel".

Figure 2.13: Basic Organisation Info dialog box

Also, confirm that you want to start entering payroll details in the month and year shown in the dialog box. Once you run the first period or month end procedure you will not be able to edit either of them.

Licensing

Select Licence from the Organisation menu to open the Licence dialog box (figure 2.14). Type in the licence key supplied by your dealer. If you do not have a licence key, contact your dealer or Aren Software Ltd.

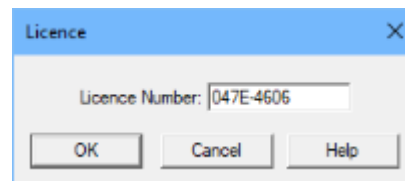


Figure 2.14: Licence dialog box

Payroll Info

Open the Payroll Info dialog box (figure 2.15) by selecting Payroll Info from the Organisation menu. Enter the bank, branch and account number for the organisation's salary account. Also enter the organisation's IT, NSSF, NHIF, HESLB, WCF and regional code numbers.

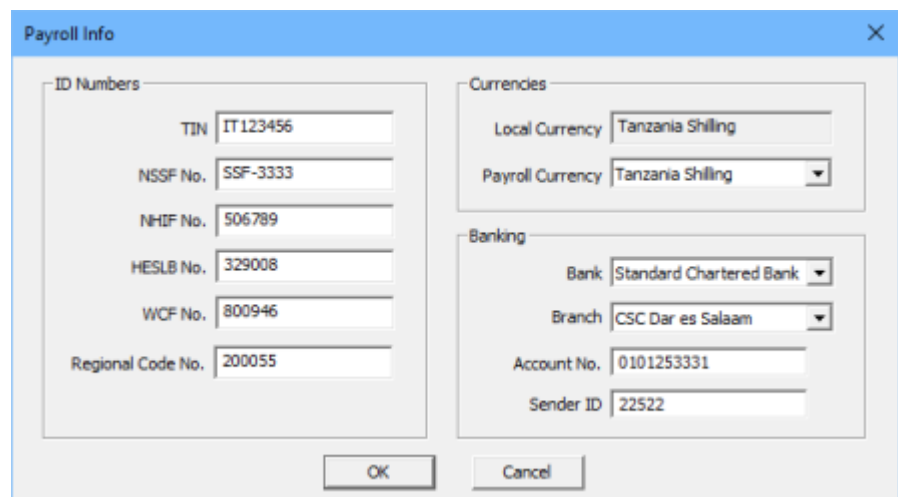


Figure 2.15: Payroll Info dialog box

In this dialog box, the Standard File Interchange (SFI) Sender ID applies to those who submit their payroll to the bank in electronic form. Leave this field blank if you do not already have an SFI Sender ID.

Jobs

To set up the jobs available in the organisation, open the Jobs dialog box (figure 2.16) by selecting Jobs from the Organisation menu.

Administrative Units

Set up the administrative units (departments, sections, etc) in your organisation. To do this select Units from the Organisation menu.

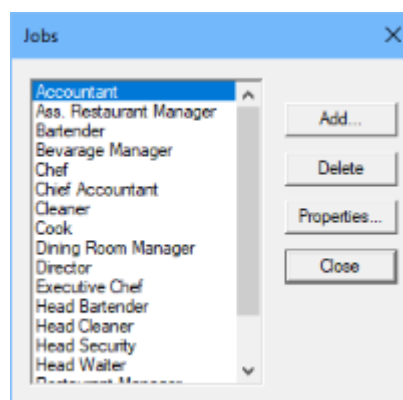


Figure 2.16: Jobs dialog box

Stations

Set up the stations (branches) in your organisation. To do this select Stations from the Organisation menu.

Pay Groups

Pay Groups allow you to filter payment reports according to how employees in your organisation are paid. For example, the bank transfer report could be filtered by bank branch or pay date.

To set up pay groups, select Pay Groups from the Organisation menu.

Co-operatives and Pension Funds

Create co-operative societies that employees in the organisation belong to by selecting Co-operatives from the Organisation menu.

Similarly, set up pension funds by selecting Pension Funds from the Organisation menu.

Insurance Companies

If you need to deduct and remit insurance premiums, set up the insurance companies involved by selecting Organisation > Insurance Companies.

Employee Profiles

An employee profile defines attributes that are common to a group of employees. These attributes are pay frequency, basic

pay type (i.e., salary, daily rate or hourly rate), standard working hours (per day and per pay period) and whether overtime is payable.

To create a profile, select Profiles from the Organisation menu to open the Employee Profiles dialog box (figure 2.17). If there is an employee profile marked as default, all new employees added to the payroll will be assigned this profile.

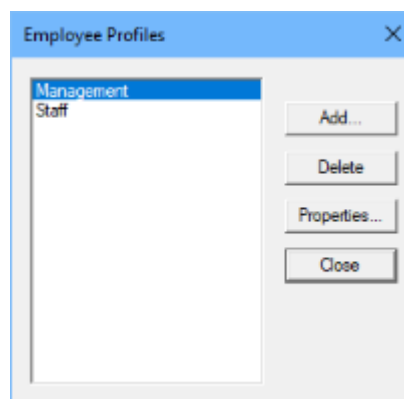


Figure 2.17: Profiles dialog box

General Options

Selecting Options > General from the Organisation menu opens the General Options dialog box. This dialog box is used to specify the *default pay frequency*. This is the pay frequency that the program defaults to when opening the payroll transactions table or initialising dialog boxes that display pay frequency.

Under data entry forms, you can choose how to sort the data presented in employee data forms as well as activate the Open Table dialog box. This dialog box is used for filtering form data by administrative unit, station or pay group.

The General Options dialog box also allows you to specify when to purge old reports. Deleting old reports saves space on the hard disk and reduces the size of backup files.

In the PDF documents section you can edit the following passwords.

1. *Owner Password*: This password allows you to open any PDF documents that you send by email. It should not be disclosed to employees.
2. *Default User Password*: Employees use the user password to open PDF documents sent to them. It is usually

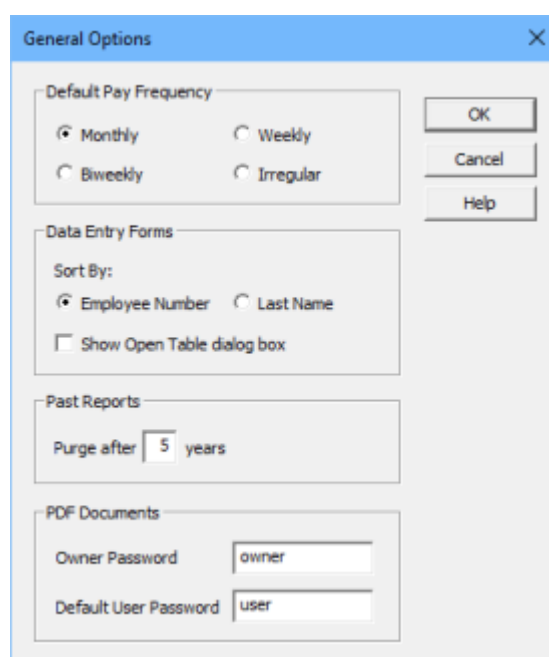


Figure 2.18: General Options dialog box

set to the last four digits of the employee's TIN. Where the TIN is missing, the default value you enter here is used instead.

Payroll Options

Selecting Options > Payroll from the Organisation menu brings up the Payroll Options dialog box (figure 2.19). Check the option *Tax average monthly pay* if you prefer to calculate PAYE on the average taxable pay in each half of the year.

Selecting the option *Tax employer pension on employee* will cause pension fund contributions made by the employer to be added to the employee's taxable pay. It is advisable to check this option.

When computing taxable pay, an employee's pension fund contribution is an allowable deduction, but up to a statutory limit. This limit is set in the PAYE Parameters dialog box (System > PAYE Parameters). Select the option *Ignore allowable pension limit* if you wish to ignore this limit.

With the option to tax average monthly pay set, it is possible for PAYE to be negative. This indicates that the employee has already paid more tax than is due and is entitled to a refund. Switch the option *Allow negative PAYE* off to limit the minimum PAYE to zero.

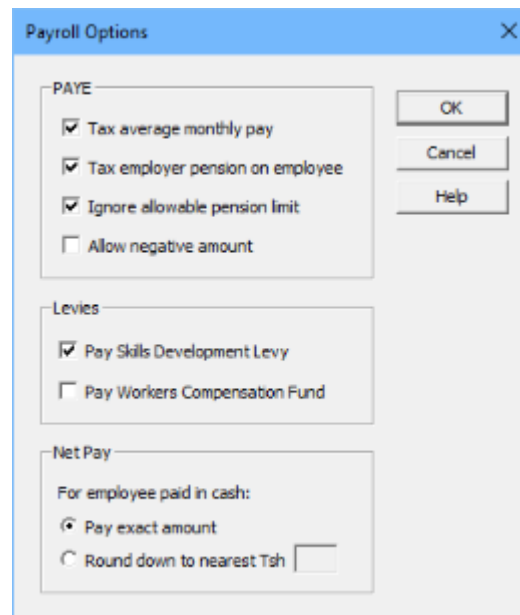


Figure 2.19: Payroll Options dialog box

You can also specify whether the employer contributes to SDL and WCF. Checking the *Pay Skills Development Levy* option turns on the SDL report (Report > Monthly Returns > SDL). Similarly, checking the *Pay Workers Compensation Fund* option turns on the WCF report (Report > Monthly Returns > WCF).

Finally, you can choose to round down net pay for employees paid in cash by an amount that you specify. The excess amount is carried forward to the next month.

Logos

Selecting Options > Logos from the Organisation menu brings up the Logos dialog box (figure 2.20). This dialog box allows you to select image files with the organisation's logo for use in payslips. These files must be in the *images|logos* folder located within the organisation folder.

For printed payslips you can select a PNG or JPEG file. PNG images are typically sharper than JPEG ones but they occupy more space.

Select a JPEG file for payslips that are sent as email attachments in PDF format. Attachments are restricted to 64 KB so the logo file must be well below that size.

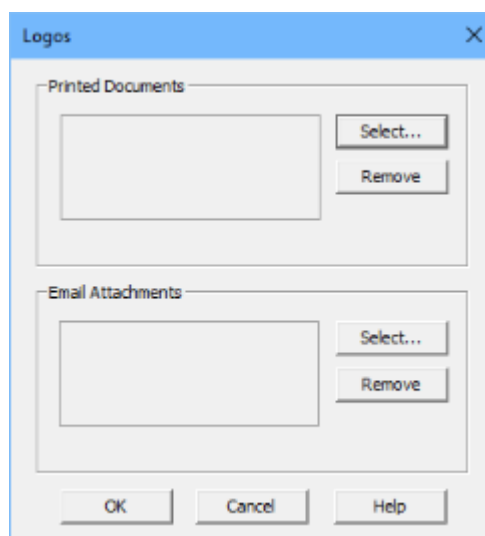


Figure 2.20: Logos dialog box

Pay Period End Days

If the pay frequency is monthly, the pay period is assumed to end on the last day of the month. For other pay frequencies the program requires assistance from the user to determine when each pay period ends.

For weekly and biweekly pay frequencies, the user is required to specify the last day of the very first pay period. The program will work out when subsequent pay periods end. In the case of employees paid after irregular intervals, the pay period end day must be entered for each pay period.

To initialise period end days, you need to do the following for each pay frequency that applies to your organisation (except monthly):

1. Make it the default pay frequency using the General Options dialog box (Organisation > Options > General). The pay frequency selected should appear in the status bar.
2. Open the Pay Period dialog box (figure 2.21) from the Organisation menu and enter the pay period end day for this pay frequency.

In any given month, the pay period end days for weekly and biweekly employees can not be edited once the first period end procedure for that pay frequency is run.

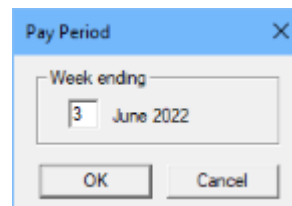


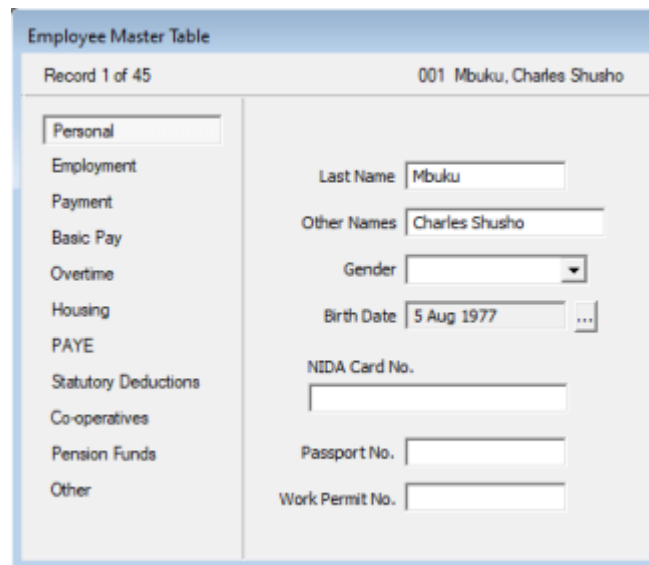
Figure 2.21: Pay Period dialog box

3 Data Tables

Data for each employee is stored in two database tables, the *employee master table* and one of the *payroll transactions tables*. There is a separate payroll transactions table for each pay frequency. This data is used to create the various report tables from which reports are printed.

Employee Master Table

The employee master table stores static information about each employee. It is accessed by selecting Employee from the File menu. This brings up a data entry form in which you enter details about each employee (figure 3.1).



The screenshot shows a software window titled "Employee Master Table". At the top, it displays "Record 1 of 45" and the employee's name "001 Mbuku, Charles Shusho". On the left side, there is a vertical menu with the following categories: Personal (selected), Employment, Payment, Basic Pay, Overtime, Housing, PAYE, Statutory Deductions, Co-operatives, Pension Funds, and Other. The main area of the form contains the following fields: Last Name (Mbuku), Other Names (Charles Shusho), Gender (a dropdown menu), Birth Date (5 Aug 1977 with a calendar icon), NIDA Card No. (empty), Passport No. (empty), and Work Permit No. (empty).

Figure 3.1: Employee Master Table form

You can add and delete employee records using the Add, Delete and Terminate commands in the Record menu.

- The Delete command simply deletes an employee record. It is only available if the current record has not gone through a period or month end procedure since it was added.

- The Terminate command transfers an employee record from the employee master table to the *leavers report table*. This transfer takes place in the period or month end procedure that follows the termination date specified by the user.

Most of the fields in this table are optional. However, Employee Number, Last Name, Other Names, Job Title, Administrative Unit and Station are mandatory. If an employee is paid by bank transfer, then Bank, Branch and Account Number are also mandatory. The optional fields are also used in various reports and should therefore not be left blank.

Payroll Transactions Tables

Each payroll transactions table stores earnings, deductions, benefits, lump sum payments and refunds for all employees paid in a particular pay period.

Earnings are those cash payments that relate to the current pay period e.g. basic pay or leave allowance. For tax purposes, all cash earnings for all pay periods falling in a particular calendar month make up the *monthly cash earnings*. A pay period is deemed to fall in a particular month if its last day falls in that month.

Benefits are private expenses of an employee that are paid by the employer e.g. school fees, house rent or telephone bills. These non-cash benefits are considered as income for tax purposes.

Deductions are those amounts deducted from an employee's pay by the employer. Some of these are called *statutory deductions* because the law requires the employer to deduct them from the employee's pay. The statutory deductions are PAYE, NSSF, NHIF and tax on lump sum payments.

Lump sum payments are those cash payments that do not relate to the current month alone. Some like gratuity and bonuses have accrued over past months while others like terminal benefits may relate to past or future months. We make the distinction between lump sum payments and monthly cash earnings because the two are treated differently when calculating income tax.

Refunds are payments made to an employee, e.g. travelling or subsistence allowances, for business expenses incurred while on duty. These payments are not income and are therefore

not taxable.

The default payroll transactions table is accessed by selecting Payroll from the File menu. This displays a data entry form (figure 3.2) where you enter earnings, deductions, benefits, lump sum payments and refunds for each employee.

Payroll Transactions Table	
Record 1 of 45	001 Mbuku, Charles Shusho
Earnings	Basic Pay <input checked="" type="checkbox"/> 1,300,000
Deductions	Overtime <input type="checkbox"/> 0
Benefits	House Allowance <input checked="" type="checkbox"/> 195,000
Lump Sum Payments	
Refunds	
Statutory Deductions	
Summary	
Taxable Pay	1,495,000

Figure 3.2: Payroll Transactions Table form

Statutory deductions and other calculated amounts such as taxable pay, net pay and gross pay are updated as data is entered. This makes the calculations more transparent and helps to reduce data entry errors.

Each payroll transactions table only includes employees who are present in the employee master table and have the required pay frequency. Use the Remove command in the Record menu to suspend employees from the payroll. Suspended employees can be restored at any time using the Record > Add command.

Payroll Fields

At installation, the payroll transactions table has two earnings (Basic Pay and Overtime), three deductions (Rent, Overdraft Recovery and Rounding C/F), two non-cash benefits (Employer Pension and Low Interest Loan) and one refund (Rounding B/F). These fields cannot be deleted but you can add more according to your needs.

To add, delete or edit fields, select Earnings, Deductions, Benefits, Lump Sum Payments or Refunds from the File menu. A data entry form will be displayed showing the field attributes

listed below (figure 3.3). To add or delete fields select Add or Delete from the Field menu.

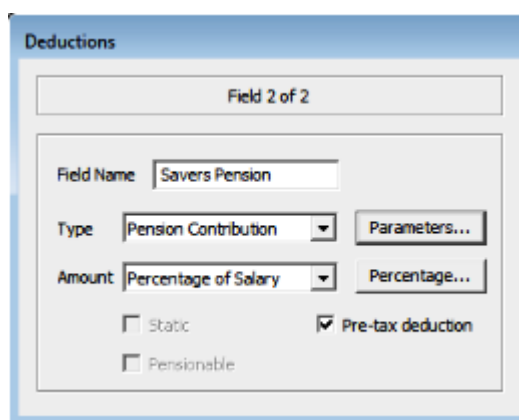
The image shows a software window titled "Deductions" with a sub-header "Field 2 of 2". Inside the window, there is a form with the following fields and options: "Field Name" is a text box containing "Savers Pension"; "Type" is a dropdown menu set to "Pension Contribution" with a "Parameters..." button to its right; "Amount" is a dropdown menu set to "Percentage of Salary" with a "Percentage..." button to its right; there are three checkboxes: "Static" (unchecked), "Pensionable" (unchecked), and "Pre-tax deduction" (checked).

Figure 3.3: Deductions form

The following field attributes apply to all fields:

1. *Field Name*: The name of the field e.g. advance, shift allowance.
2. *Type*: This is used to indicate permanent fields (e.g. basic pay and rent). It is also used to specify fields that are calculated in a unique way (e.g. hourly pay and daily pay) and those that are associated with a balance that is updated and displayed by the system (e.g. loan repayments and co-operative contributions). The type advance is used to indicate advance payments so that appropriate reports can be generated.
3. *Amount*: This attribute specifies how the amount paid to or deducted from each employee is arrived at. It may be keyed in, a percentage of salary, a function of the time worked (basic pay, overtime, hourly pay and daily pay) or amortised (loan repayments).
4. *Static*: Static fields retain their value when a period or month end procedure is run, whereas non-static fields are reset to their lower limit. This is only important for fields that are keyed in. It saves you the trouble of having to key in the amount earned or deducted each time a period or month end procedure is run.
5. *Taxable/Pre-tax deduction*: For earnings the taxable attribute specifies whether or not the payment is subject to PAYE. In general, all cash earnings and most non-cash benefits are taxable. Refunds are not taxable as they are not a form of income.

The pre-tax deduction attribute indicates those deductions to be subtracted from gross income when calculating PAYE. In Tanzania the only pre-tax deductions are contributions to registered pension funds.

Refer to the P.7 (*Employer's Guide to Pay As You Earn*) for further information.

6. *Pensionable*: NSSF is calculated on the total pensionable earnings. Uncheck the pensionable option to exclude any earning from this calculation.

Depending on the selection for *Type* and *Amount* attributes the following additional attributes may be available:

1. *Co-operative*: The name of the co-operative associated with the field (figure 3.4).

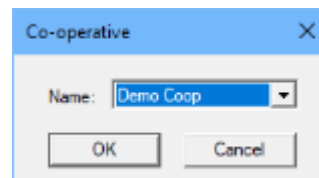


Figure 3.4: Co-operative dialog box

2. *Pension Fund*: The name of the pension fund and other details pertaining to the current field (figure 3.5).

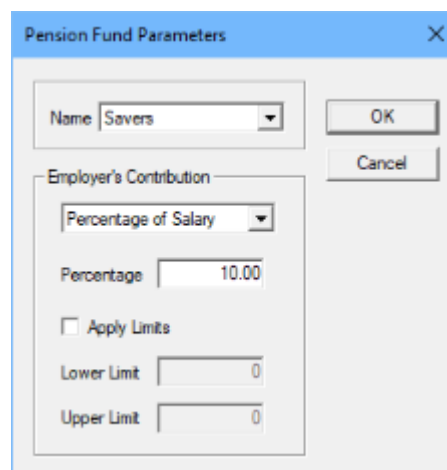


Figure 3.5: Pension Fund Parameters dialog box

3. *Insurance*: The name of the insurance company associated with the field.
4. *Limits*: The upper and lower limits that the amount paid or deducted should be restricted to (figure 3.6).

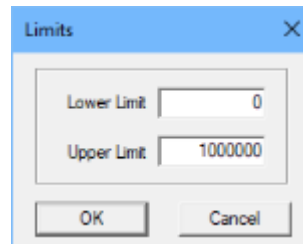


Figure 3.6: Limits dialog box

5. *Percentage*: The percentage of monthly salary that should be paid or deducted (figure 3.7).

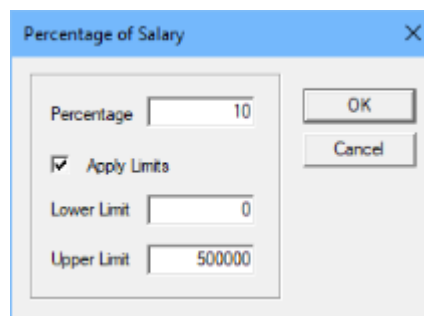


Figure 3.7: Percentage of Salary dialog box

6. *Hourly Rate*: The hourly rate to use for earnings that are of the type Hourly Pay (figure 3.8).

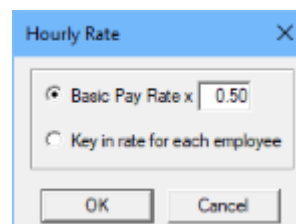


Figure 3.8: Hourly Rate dialog box

7. *Daily Rate*: The daily rate to use for earnings that are of the type Daily Pay.

4 Reports

Aren Payroll produces numerous reports as described below. These reports can be viewed on the screen and printed out. You can choose to print the entire report, a range of pages, or just the page that you are currently viewing. Internal reports can be sorted by either employee number or name.

You can view and print reports for current and previous pay periods, months or years. You can also filter most reports by administrative unit, station, pay group, bank, co-operative or pension fund.

Reports may be printed on any printer connected to your computer either directly or through a local area network. Because all reports are formatted for A4 paper, the printer must be set to print on A4.

1. To open a report select it from the Report menu and then follow the on-screen instructions. For example, selecting Report > Payslips opens the Open Payslips dialog box (figure 4.1).

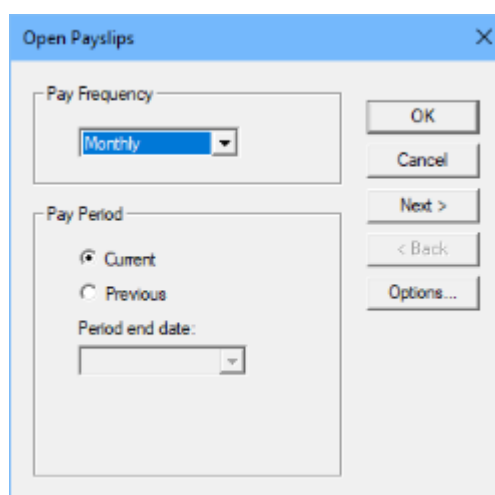


Figure 4.1: Open Payslips dialog box

2. To print the open report select Print from the File menu which brings up the Print dialog box (figure 4.2). Use the Setup button in this dialog box to configure the printer you want to use.

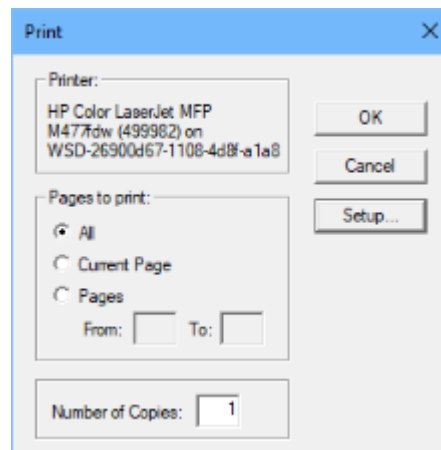


Figure 4.2: Print dialog box

3. Choose Close from the File menu to close the report.

Nominal Rolls

1. *Employees Roll*: List of employees who are currently active. It shows their job title, administrative unit and station.
2. *Joiners Roll*: List of employees who joined the organisation recently. It shows their job title, administrative unit, station and start date.
3. *Leavers Roll*: List of employees who left in a given year. It shows their final job title and administrative unit, the date they left and the reason for leaving.

Pay Period Reports

These are reports for a specific pay frequency and cover one pay period. For a particular pay frequency, reports for the current pay period are updated as you update the employee master table and the appropriate payroll transactions table. Reports for previous pay periods can be viewed and printed out, but they cannot be modified in any way.

Overview Reports

1. *Payroll Summary*: Summarises earnings and deductions for all employees.
2. *Payroll Control Account*: T-account listing total earnings, deductions and net pay for all employees in the

organisation.

3. *Muster Roll*: List of employees showing all earnings, lump sum payments, refunds and deductions for the month. Records in this report can be grouped by administrative unit or station.
4. *Payroll Variance*: List of employees showing the differences in the payments and deductions made in any two pay periods. It is essentially the difference between the muster rolls for the two pay periods.
5. *Gross Pay By Unit*: List of administrative units showing the staff count and total gross pay for each.
6. *Gross Pay By Station*: List of stations showing the staff count and total gross pay for each.

The muster roll and payroll variance can be viewed on the screen or saved to an XML file but they cannot be printed out.

Detail Reports

1. *Earning Report*: List showing, for a particular earning, how much each employee was paid.
2. *Deduction Report*: List showing, for a particular non-statutory deduction, how much each employee was deducted. Depending on the type of deduction selected, a loan or HESLB report may be printed instead.
3. *Loan Report*: List of employees repaying a specific co-operative or company loan. It shows the opening and closing balances and a breakdown of the repayment amount into interest and principal components.
4. *HESLB Report*: List showing the HESLB Repayment Schedule in the required format.
5. *Benefit Report*: List showing, for a particular non-cash benefit, how much each employee received.
6. *Lump Sum Report*: List showing, for a particular lump sum payment, how much each employee received.
7. *Refund Report*: List showing, for a particular refund, how much each employee received.

Payments to Employees

1. *Payslips*: Slip giving a breakdown of the earnings and deductions of each employee separately (figure 4.3). The employer's pension contribution and the pension fund balance can be shown in the payslip if required. When the balance is shown, it includes the employer's portion only if the option to print the employer contribution has been selected.

Demo Restaurant Ltd Payslip		Demo Restaurant Ltd Payslip	
Employee No.	001	Employee No.	001
Name	Mbulu, Charles Shusho	Name	Mbulu, Charles Shusho
Pay Period	June 2022	Pay Period	June 2022
Admin. Unit	Management	Admin. Unit	Management
Currency	TZS	Currency	TZS
Earnings		Earnings	
Basic Pay	1,300,000	Basic Pay	1,300,000
House Allowance	185,000	House Allowance	185,000
	<u>1,485,000</u>		<u>1,485,000</u>
Deductions		Deductions	
PAYE	231,850	PAYE	231,850
NSSF	149,500	NSSF	149,500
Savers Pension	130,000	Savers Pension	130,000
	<u>511,350</u>		<u>511,350</u>
Net Pay	983,850	Net Pay	983,890

Figure 4.3: Payslips

2. *Cash List*: List of employees paid in cash showing their employee number, name, net pay or advance payment and a cash analysis of the payment amount.
3. *Cheque List*: List of employees paid by cheque showing their employee number, name and net pay or advance payment.
4. *Bank Transfer Report*: List of employees who are paid by bank transfer showing their name, ID number, bank, branch, account number and payment amount. The payment amount may be the net pay, an advance payment or a bank loan repayment.
5. *Labels*: Envelope labels for employees paid in cash, by cheque or by bank transfer. For cash employees, the net pay can be shown on the label if required.
6. *Coinage Summary Report*: List showing the number of coins and notes of each denomination that are required for workers who are paid in cash. This information is the same as the totals in the cash list but formatted so

that it can be used when withdrawing the cash from a bank.

Returns

1. *Co-operative Report:* List of members of a particular co-operative society showing membership number, monthly contribution and any other payroll deductions to be paid to that co-operative.
2. *Pension Report:* List of members of a particular pension fund showing membership number and employer and employee contributions to that pension fund.
3. *Insurance Company Return:* List of employee premium deductions to be paid to a particular insurance company.

Monthly Payroll Reports

The monthly reports relate to a calendar month. They are:

1. *Payroll Control Account.*
2. *Muster Roll.*
3. *PAYE Report:* List of employees showing their PAYE deductions.
4. *NSSF Report:* List of employees showing the total employee and employer NSSF contributions.

The NSSF return file is available under the Procedure menu (Procedure > NSSF Return). This generates an XML file which should be opened with Microsoft Excel and saved again as an Excel file.

5. *NHIF Report:* List of employees showing NHIF number, employee contribution, employer contribution and the total NHIF deduction.
6. *SDL Report:* List showing the SDL payable to the TRA for each employee.
7. *WCF Report* List showing the monthly return to the Workers Compensation Fund (WCF). For each employee it shows WCF number, ID number, basic pay and gross pay.
8. *Lump Sums Tax Report:* List showing tax payable on lump sum payments for each employee.

9. *Low Interest Benefit Report*: List of employees who have received a particular company loan at an interest rate below the statutory rate. It shows the low interest benefit these employees have received as a result.

These reports are updated after each period end procedure and may not be complete until the month end procedure is run. For the current month, the information displayed covers the pay periods that have elapsed so far.

Annual Payroll Reports

Annual payroll reports relate to a calendar year and are available throughout the year. For the current year, the information displayed relates to the pay periods that have elapsed so far. The reports are:

1. *Payroll Control Account*.
2. *Muster Roll*.
3. *Annual Pay Sheet*: A report that, for each employee, gives a summary of payments, deductions and benefits for a whole year.
4. *P.9*: TRA form titled *Tax Deduction Card*. Each P.9 gives a breakdown of the income of an employee for each month of the year and shows the amount of tax deducted.
5. *P.10*: TRA form titled *Employer's End of Year Covering Certificate*. It shows the total tax deducted by the employer for each month of the year.
6. *ITX215*: TRA form titled *PAYE Statement*. It lists the tax deducted for each employee who has paid PAYE in a given six or twelve month period. It also shows taxable cash earnings, non-cash benefits, pre-tax deductions and taxable pay.
7. *NSSF Statement*: A report that shows the monthly employee and employer contributions to NSSF for a single employee for a calendar year.
8. *NHIF Statement*: A report that shows an employee's monthly NHIF deductions for a calendar year.

Other Reports

1. *Bank Codes*: A listing of banks, bank branches and their sort codes drawn from the bank data tables.

2. *Audit Trail*: List that shows the date and time of each login, backup, month end procedure and any other major event. It also shows the user responsible for each event. This report is only available to the supervisor.

Report Tables

Almost all reports are printed from report tables, not directly from the employee data tables. Briefly, the report tables are:

1. Active employees report table
2. Annual leavers report tables
3. Pay period report tables
4. Monthly payroll report tables
5. Annual payroll report tables

Report tables are updated automatically by Aren Payroll. Use the General Options dialog box (Organisation > Options > General) to specify how long to keep these tables for.

5 Procedures

Backing Up

If your organisation database files are accidentally deleted or corrupted you could lose all your data. Without an up-to-date backup you would be forced to key in the data for the current month again. It is also likely that you would be unable to recreate data for previous months and years. It is therefore very important that you make regular backups of your database files.

To back up the database file for the organisation that is currently open, select Back Up from the Procedure menu. You will be prompted to specify the name and location of the backup file to be created (figure 5.1).

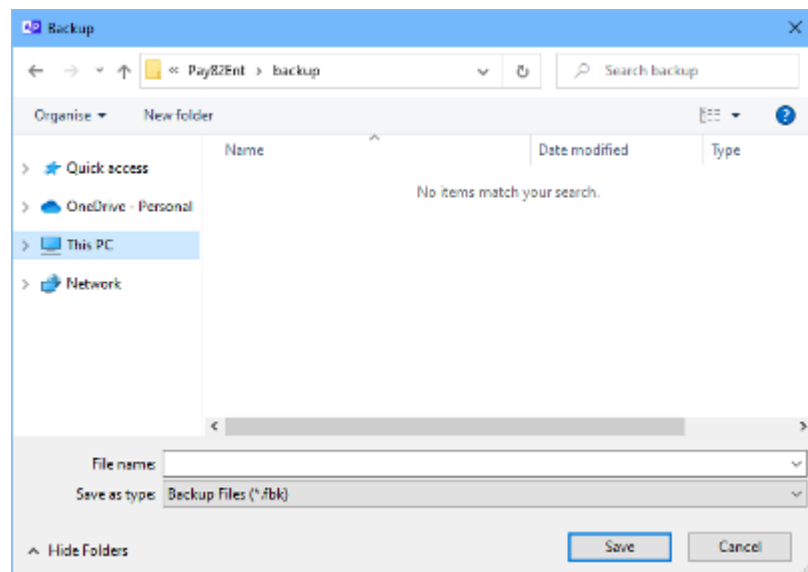


Figure 5.1: Backup dialog box

The backup process copies all data relating to your organisation to the backup file. Should you have set up more than one organisation, you will need to back up each one separately. Note that data that is shared by all organisations is not backed up (e.g. list of banks and statutory deductions parameters).

When running a period or month end procedure you will be prompted to back up. Though you can choose to proceed

without doing so, it is recommended that you back up first. To encourage regular back ups Aren Payroll prompts you to back up each time you exit.

Restoring from Backup

In the event that your data tables are corrupted or deleted you will need to recover them from a backup file. You can also use backup files to revert to an earlier period. This is especially useful if you accidentally run a period or month end procedure.

To restore an organisation's files from backup, select Restore from the Procedure menu then follow the on-screen instructions (figure 5.2).

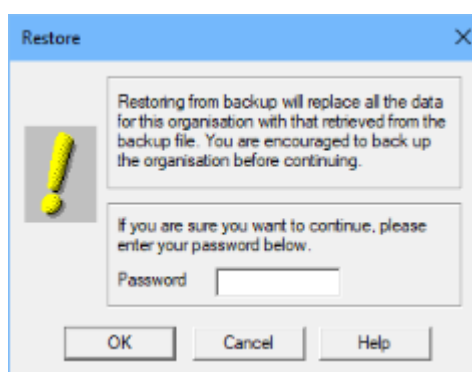


Figure 5.2: Restore dialog box

Creating a Bank Transfer File

A bank transfer file is an electronic version of the bank transfer report. It is used by banks to process payments for employees paid by bank transfer in place of the printed bank transfer report. Aren Payroll can create bank transfer files for numerous banks including Absa, Citibank, Stanbic and Standard Chartered.

1. To create a bank transfer file select Bank Transfer File from the Procedure menu. The Save Bank Transfer File dialog box appears (figure 5.3).
2. Specify the format of the bank transfer file to create and the name of the payment field (usually net pay). Depending on the file format, you may be able to specify the date you want the bank transfer effected.

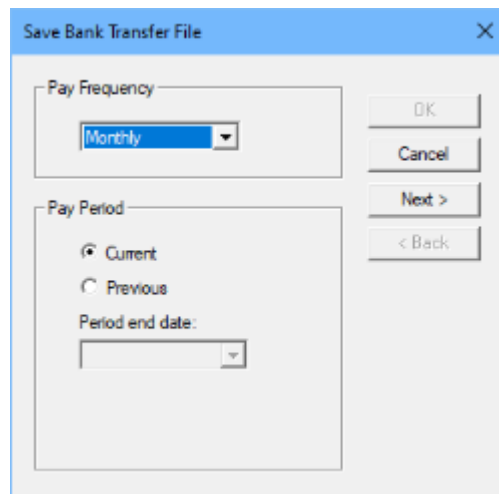


Figure 5.3: Save Bank Transfer File dialog box

3. On closing the Save Bank Transfer File dialog box, a standard Save As dialog box will appear. Use this dialog to specify the name and location of the file to be created.

For further details on bank transfer files please contact your bank.

Terminating an Employee

To terminate an employee, open the employee master table and display the target employee. Next, select Terminate from the Record menu. In the Terminate dialog box that appears (figure 5.4), enter the termination date, the reason for leaving and, if you like, some brief comments.

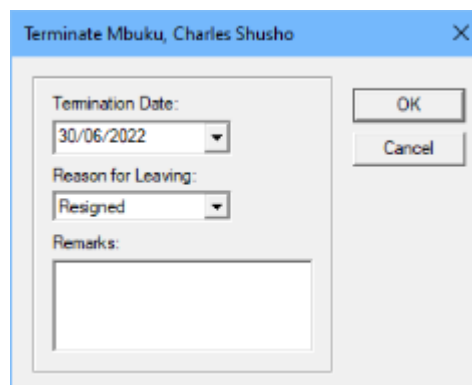


Figure 5.4: Terminate dialog box

The terminated employee will be removed from the employee data tables in the next period or month end procedure that

is later than or on the same day as the termination date. Once the employee is deleted from the employee data tables his record will be added to the leavers report table.

Termination can be reversed by selecting Record > Undo Termination as long as the terminated employee has not been removed from the employee data tables.

Closing a Pay Period

The period end procedure is used to close data entry for the current pay period and begin a new one. The procedure does the following:

1. Saves all payroll information for the current pay period to the period, monthly and annual report tables.
2. Transfers terminated employees from the employee master table to the leavers report table.
3. Deletes the current payroll transactions table and creates a new one for the next pay period.
4. Advances the period end day to the last day of the next pay period.

This procedure should only be run after all reports for the current pay period have been verified since, once it is run, reports for this pay period cannot be changed.

To run the procedure:

1. Check that the correct pay frequency is set as default.
2. Select Period End from the Procedure menu. This option is only available if you have licensed the organisation.
3. After reading the dialog box that appears (figure 5.5), confirm that you want to close the pay period stated by entering your password.
4. You will now be prompted to back up your data and are strongly encouraged to do so.
5. Once the back up is complete, the period end procedure will automatically follow and eventually a message box confirming its completion will appear.

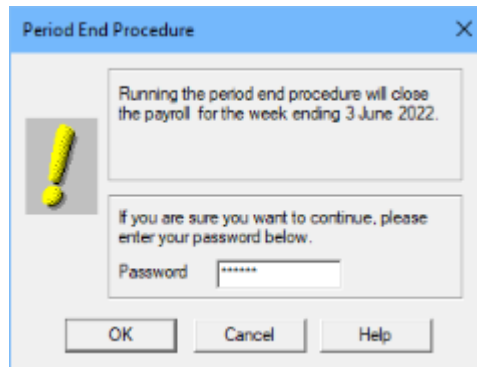


Figure 5.5: Period End dialog box

Closing the Month

The month end procedure is used to close data entry for the current month and begin a new one. It applies only to the organisation that is currently open. It does the following:

1. Runs the period end procedure for all pay frequencies.
2. Transfers terminated employees from the employee master table to the leavers report table.
3. Deletes any report data that is older than the limit set in the General Options dialog box.
4. Advances the payroll month by one.
5. If the new month is July, it creates statutory deduction tables for the new tax year.

The procedure can only be run if, for each (non-empty) payroll, the forthcoming pay period ends in the next calendar month. This is because, after the procedure is run, all pay period end days will fall in the new month.

To run the procedure:

1. Select Month End from the Procedure menu. This option is not available if you have not licensed the organisation. It is also not available if the next pay period for the default pay frequency does not end in the following month.
2. After reading the dialog box that appears (figure 5.6), confirm that you want to close the month by entering your password.
3. You will now be prompted to back up your data and are strongly encouraged to do so.

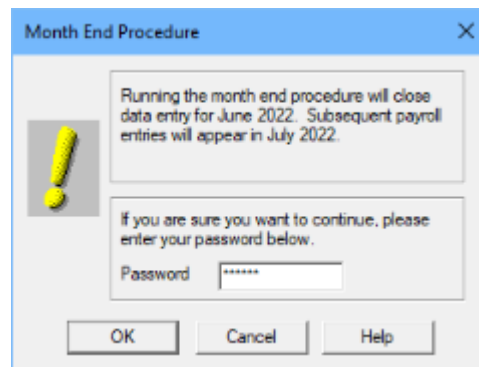


Figure 5.6: Month End Procedure dialog box

4. Once the back up is complete, the month end procedure will automatically follow. Eventually, a message box confirming its completion will appear.

Appendix A Setting Up Firebird

Aren Payroll accesses payroll data through a Firebird database server, not directly. Where the data is in a local folder, it may be accessed through the embedded Firebird server that is installed with the application.

To access data on a shared folder on a different computer, you need to install the full Firebird server on that computer and configure it to work with Aren Payroll. Even when the data folder is local, you may prefer to install Firebird. Doing so will allow you use Aren Payroll in true multi-user mode.

Installing Firebird

1. Insert the installation CD in the CD drive.
2. Run the program *Firebird 3.0\Installation Files\Firebird-3.0.5.33220_0_Win32.exe* on the installation CD.
3. Follow the on-screen instructions that appear during the installation process.
4. When prompted to create a password for the Database System Administrator (*sysdba*) make sure you do so. Using the default password could compromise the security of your data.
5. Accept the default settings for everything else other than the password. See figure A.1.

Copying the Encryption Library

1. Locate the folder *Firebird 3.0\Encryption Plugin* in the installation CD. This folder contains the encryption library that the Firebird server uses to encrypt database files.
2. Copy the entire contents of this folder to the folder in which you installed Firebird. This is most likely *C:\Program Files(x86)\Firebird\Firebird_3_0*. Note that both folders have the same layout. Overwrite any files in the destination folder if prompted to do so.

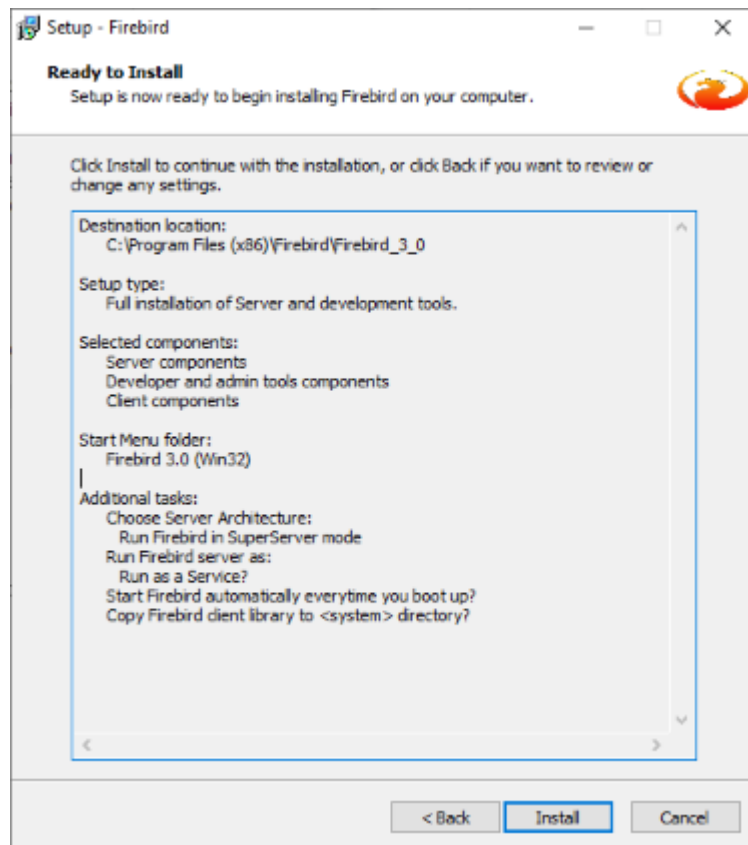


Figure A.1: Firebird Setup Wizard

Configuring Firebird

You need to edit the file *firebird.conf* in the Firebird installation folder so that the Firebird server can work correctly with Aren Payroll.

1. Locate the Notepad text editor by searching for it in the Windows search box.
2. Select Run as administrator to open Notepad.
3. In Notepad, locate and open *firebird.conf*.
4. Immediately below the line `#KeyHolderPlugin =` add a new line `KeyHolderPlugin = Callback`.
5. Save *firebird.conf* and close Notepad.

Restart the Firebird server so that the changes to *firebird.conf* can take effect.

1. Start the Services app by searching for it in the Windows search box.

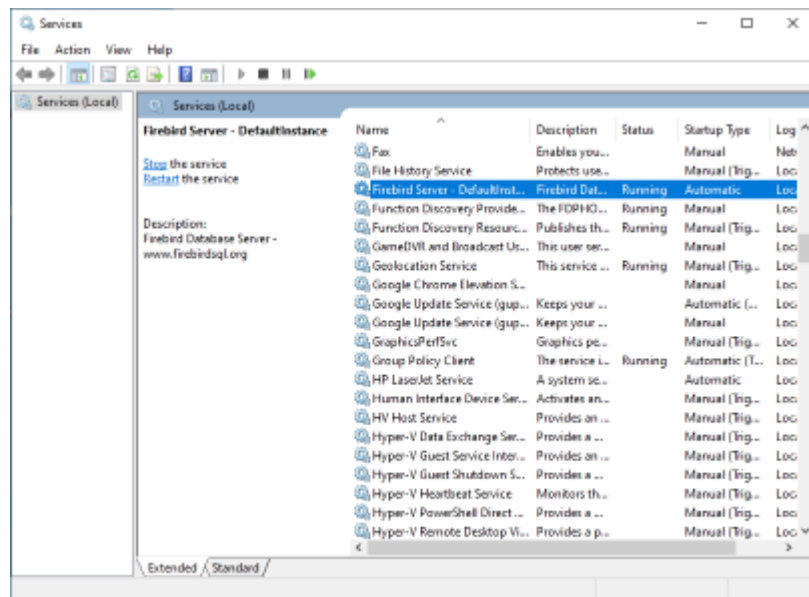


Figure A.2: Services App

2. In the list of local services select the Firebird server, most likely listed as *Firebird Server - DefaultInstance*. See figure A.2.
3. Restart the service.
4. Close the Services app.

The Firebird server is now ready for use.

Appendix B Importing Data

Employee Data

Keying in new employees into the payroll can be very time consuming especially if there are many of them. As an alternative, you can import employee data into the employee master table from a text file.

The easiest way to create the input text file is to capture employee data in a spreadsheet and then save the spreadsheet as a text file.

File Format

The format of the input text file is as follows:

1. Plain text with data items separated by the tab character (i.e. a tab-separated text file).
2. The first row of data is a header with the data items *Employee Number*, *Last Name*, *Other Names*, *ID Number*, *Job Title*, *Admin Unit*, *Station*, *Pay Rate*, *TIN*, *NSSF Number* and *NHIF Number*.
3. From row two onwards, each row has data for a single employee, i.e. employee number, last name, other names, ID number, job title, administrative unit, station, pay rate, TIN, NSSF number and NHIF number.

Note that:

1. The first row (*file header*) is ignored. It is only included for the convenience of the person preparing the input file.
2. A row will not be imported if the employee number matches that of a record already in the employee master table.
3. A row will also be skipped if any of the following data items is blank: employee number, last name, other names, job title, administrative unit, station.

4. Data will be imported into several tables—employee master, payroll transactions, jobs, administrative units and stations.
5. Where a default profile has been defined, it will be applied to each record added to the employee master table.

How to Import

1. Make sure you are in single-user mode. If not, switch to this mode by selecting System > Single-User Mode.
2. Back up your data just in case you need to undo the changes you are about to make (Procedure > Backup).
3. Select Procedure > Import Employees to open the first Import New Employees dialog box (figure B.1).

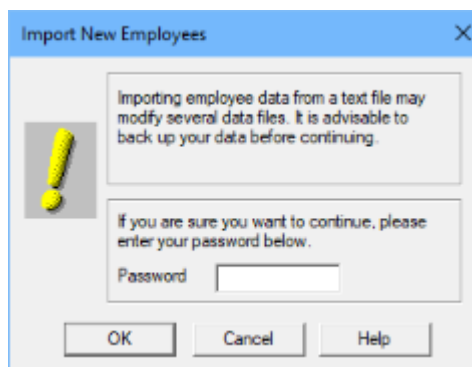


Figure B.1: First Import New Employees dialog box

4. Enter your password to open the second Import New Employees dialog box.
5. Browse to the text file that you want to import data from and click on Open.
6. Aren Payroll will read the text file and update the data tables listed above. On completion, a confirmation message box will be displayed. Close the message box.

To see which records were updated, refer to the log file *import.log* located in the payroll data folder. Browse through the data tables that should have been updated to confirm that they were updated successfully.

Time and Attendance Data

Aren Payroll can import time and attendance data from a text file. This provides a quick way of capturing the data generated

Employee Number	Name	Basic Pay	Normal Overtime	Double Overtime
001	MROSHO, James	0.5	10	3.5
002	MWIJUMA, Miriam	0	0	8
003	JAKAYA, Agnes	1.5	8	4
004	BAKARI, Joe	2	0	0

Table B.1: Time and attendance data format

by a clocking system. Because the format of the input file is standard, Aren Payroll will work with any clocking system provided that the data it generates can be converted to the required format. An input file can also be created by keying in time and attendance data into a spreadsheet program and then saving it as a text file.

File Format

The data to be imported should be saved in a text file with the following specifications.

1. Plain text with data items separated by the tab character (i.e. a tab-separated text file).
2. The first row of data is a header with the data items *Employee Number*, *Name*, *Basic Pay*, *Normal Overtime* and *Double Overtime*.
3. From row two onwards, each row has data for a single employee, i.e. employee number, name, basic pay time worked, normal overtime hours and double overtime hours.

Table B.1 is a simple example of the format required.

Interpretation

The data is interpreted as follows:

1. The first row (*file header*) and the second column (*employee name*) are ignored. They are included for the convenience of the person preparing the input file.
2. The employee number in column one determines which record in the payroll will be updated. It must match the employee number in the payroll transactions table exactly, except for the case which is ignored.
3. The data in column three (*basic pay*) could be hours worked, hours absent, days worked or days absent. Its

interpretation depends on the settings for each employee in the employee master table. If an employee is paid a fixed salary irrespective of the time worked, this value is ignored.

4. Columns four and five contain normal and double over-time hours, respectively. For a given employee, if over-time is not enabled the data is ignored.

How to Import

Here is how you import time and attendance data into the default payroll transactions table.

1. Make sure you are in single-user mode. If not, switch to this mode by selecting System > Single-User Mode.
2. Back up your data just in case you need to undo the changes you are about to make.
3. Select Procedure > Import > Attendance to open the Import Time and Attendance Data dialog box (figure B.2).
4. Browse to the text file that you want to import data from and click on Open.

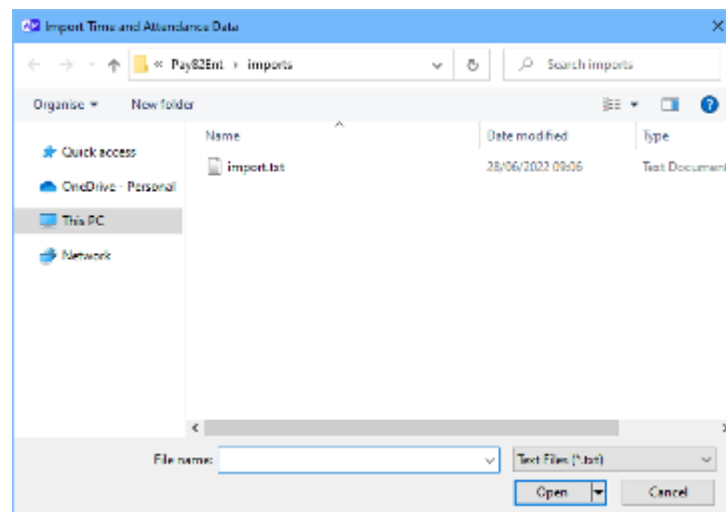


Figure B.2: Import Time and Attendance Data dialog box

5. Aren Payroll will read the text file and update the default payroll transactions table. On completion, a message box showing the number of records updated will be displayed.

To review the imported data, open the basic pay, normal overtime and double overtime reports (Report > Breakdown). You should also review the log file *import.log* located in the payroll data folder.

Appendix C Emailing Reports

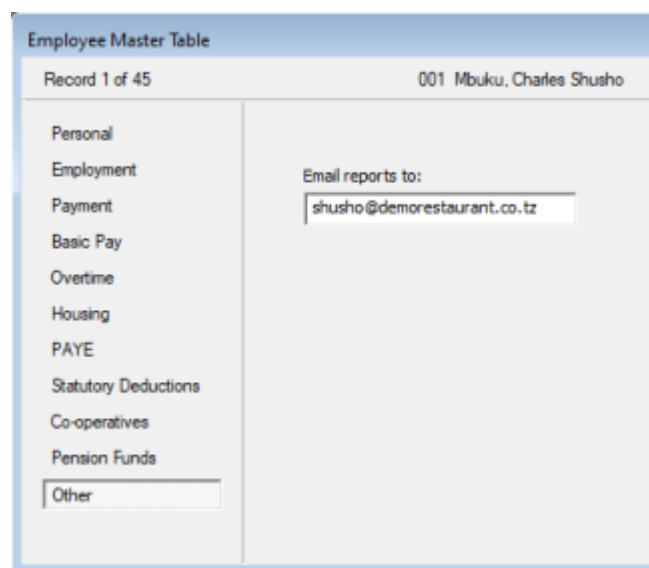
Aren Payroll can email payslips and P.9s to each of the employees in the payroll. This provides an alternative to printing individual payslips or P.9s for each employee. The reports are sent as password-protected PDF files.

In this section, we explain how to email payslips. Emailing P.9s works in exactly the same way.

Entering Email Addresses

Start by capturing the email addresses to send reports to.

1. Open the Employee Master Table form (File > Employee) and select the Other tab (figure C.1).



The screenshot shows a software window titled "Employee Master Table". At the top, it displays "Record 1 of 45" and the employee name "001 Mbuku, Charles Shusho". On the left side, there is a vertical list of tabs: Personal, Employment, Payment, Basic Pay, Overtime, Housing, PAYE, Statutory Deductions, Co-operatives, Pension Funds, and Other. The "Other" tab is currently selected. On the right side of the form, there is a label "Email reports to:" followed by a text input field containing the email address "shusho@demorestaurant.co.tz".

Figure C.1: Employee Master Table form

2. For each employee, enter the address to email reports to.
3. Close the Employee Master Table form.

Setting Up Email Account

In order to send email, you need to set up your email account. For this you require details of the outgoing mail server, also

known as the SMTP server. Consult your IT department if necessary or check the settings in the email software you use.

1. Select System > Email Account to open the Email Account dialog box (figure C.2).

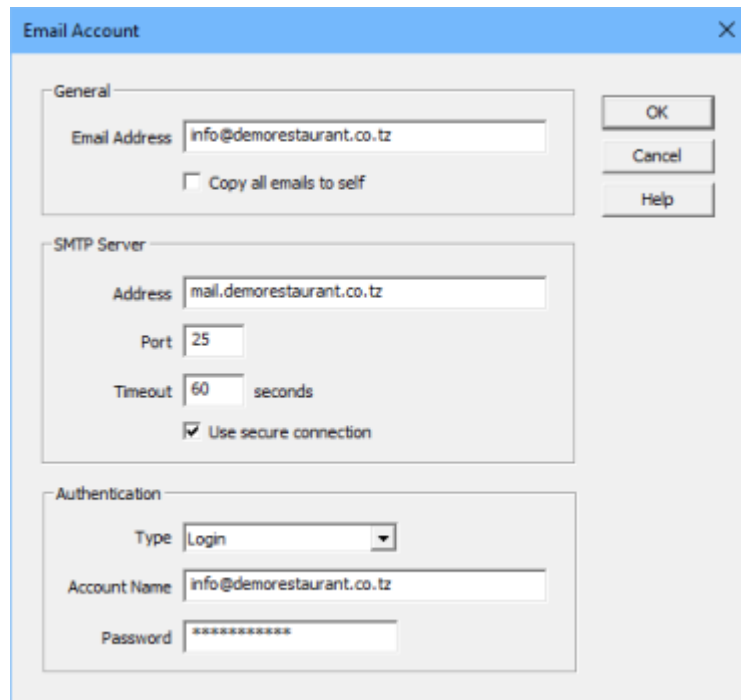


Figure C.2: Email Account dialog box

2. *Email Address*: Enter your email address, say *info@demorestaurant.co.tz* or *example@gmail.com*.
3. *SMTP Server*: Enter the name of the outgoing mail server, e.g. *mail.demorestaurant.co.tz* or *smtp.gmail.com*. You can also enter the server's IP address, e.g. 192.168.0.23.
4. *SMTP Port*: The SMTP port is a unique number that the mail server has set aside for outgoing mail. The most common values are 25, 465 and 587. If your server uses a secure (encrypted) connection, e.g. *smtp.gmail.com* or *smtp.mail.yahoo.com*, try port 465 or 587. If it does not, enter 25.
5. *Timeout*: This is length of time the software should wait for a response from the mail server before giving up.
6. *Use secure connection*: Check this option if the mail server uses a secure connection.

7. *Authentication:* You may select none (no account name or password required), plain or login (requires account name and password).
8. *Account Name and Password:* Enter the login name and password for the mail server if you have selected login or plain authentication.
9. *Copy all emails to self:* Check this option if you want to receive a copy of all the reports you send.
10. Close the Email Account dialog box.

Sending Payslips

Now you are ready to email payslips to employees.

1. Select Procedure > Email Payslips to open the Email Payslips dialog box (figure C.3).

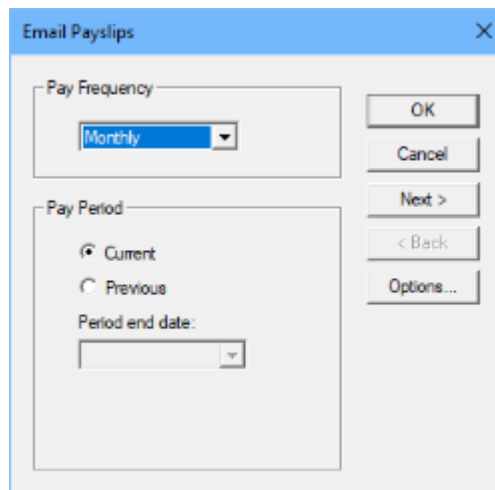


Figure C.3: Email Payslips dialog box

2. Choose the pay period that you want then click OK. This opens the Payslip Messages dialog box (figure C.4).
3. Click on Send to open the Message Range dialog box (figure C.5).
4. Use the Message Range dialog box to send the current message, all messages or a range of them. On completion, a message box showing the number of messages sent will be displayed.
5. Close the Payslip Messages dialog box when you are through.

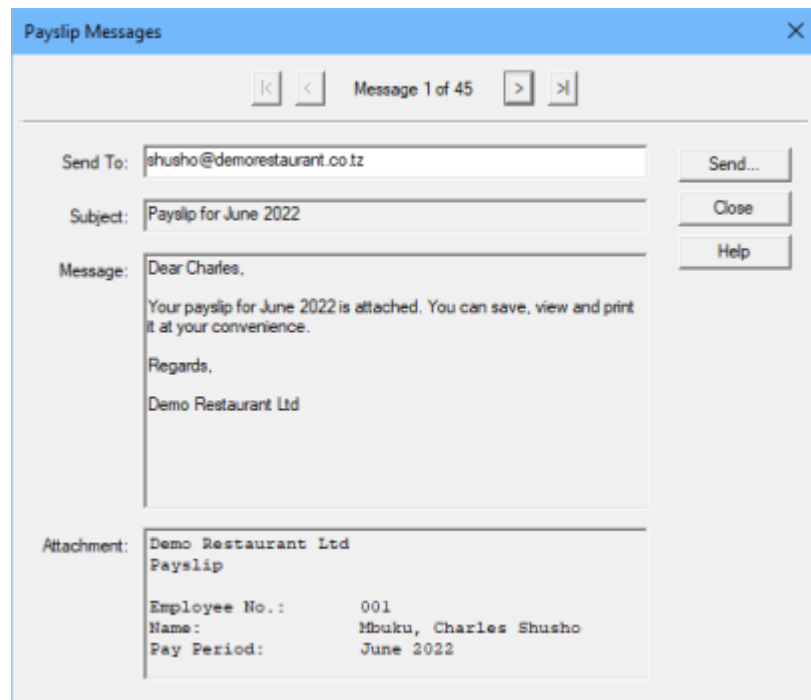


Figure C.4: Payslip Messages dialog box

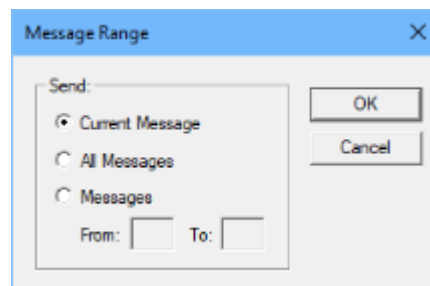


Figure C.5: Message Range dialog box

Details of the last mail session are saved in the log file *email.log* located in the payroll data folder. Refer to this file if you have any difficulty sending messages and to see which messages were actually sent.

How to Open Payslips

Once a payslip is sent, the recipient will need a password to open it. Each payslip has two passwords:

1. *Owner Password*: This password is set in the General Options dialog box (Organisation > Options > General). Use it to open any payslips you send out.
2. *User Password*: This is usually the last four digits of the

employee's TIN. Where the employee's TIN is missing, it defaults to the value set in the General Options dialog box. This is the password that employees should use.

You can modify the message that is sent to employees to include help on the password they will use to open the payslip.

1. Go to Procedure > Email Payslips to open the Email Payslips dialog box.
2. Click on Options to open the Electronic Payslip Options dialog box (figure C.6).

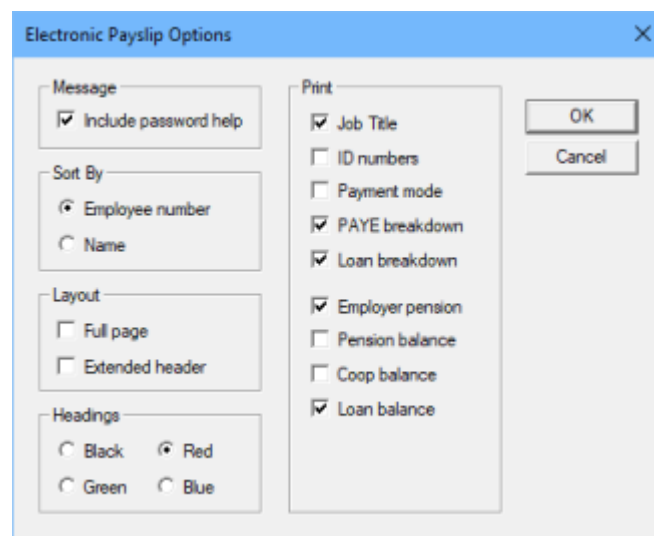


Figure C.6: Electronic Payslip Options dialog box

3. Check the option *Include password help*.
4. Close the Electronic Payslip Options dialog box.
5. Close the Email Payslips dialog box.

Appendix D Formulae

Loans

Amortisation

The loan payment amount is uniform throughout the repayment period. The portion of the payment amount that goes towards repaying the principal increases with time as interest payments reduce.

$$Payment = \frac{W}{\left[\frac{1 - (1 + r)^{-n}}{r} \right]}$$

where W = principal amount, n = total number of payments, r = monthly interest rate (e.g. if annual interest rate is 15%, $r = (15/100)/12 = 0.0125$).

Reducing Balance

The amount paid towards the principal is fixed throughout the loan duration while interest payments reduce with time. Thus the total payment amount reduces with time.

$$Payment = W' \left(\frac{1}{n'} + r \right)$$

where W' = outstanding balance, n' = number of payments outstanding, r = monthly interest rate.