



HR & PAYROLL STRATEGIC DIRECTION

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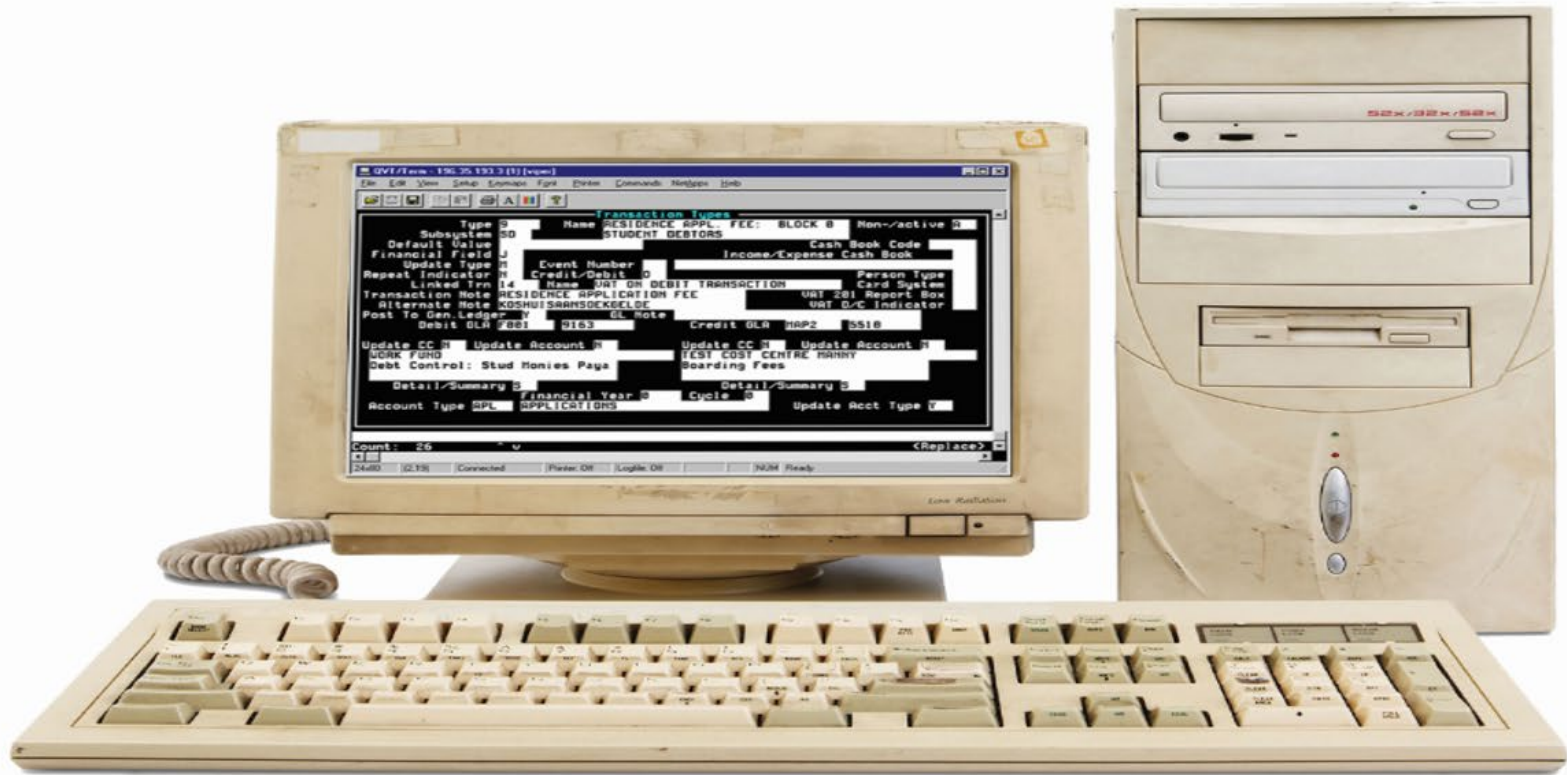
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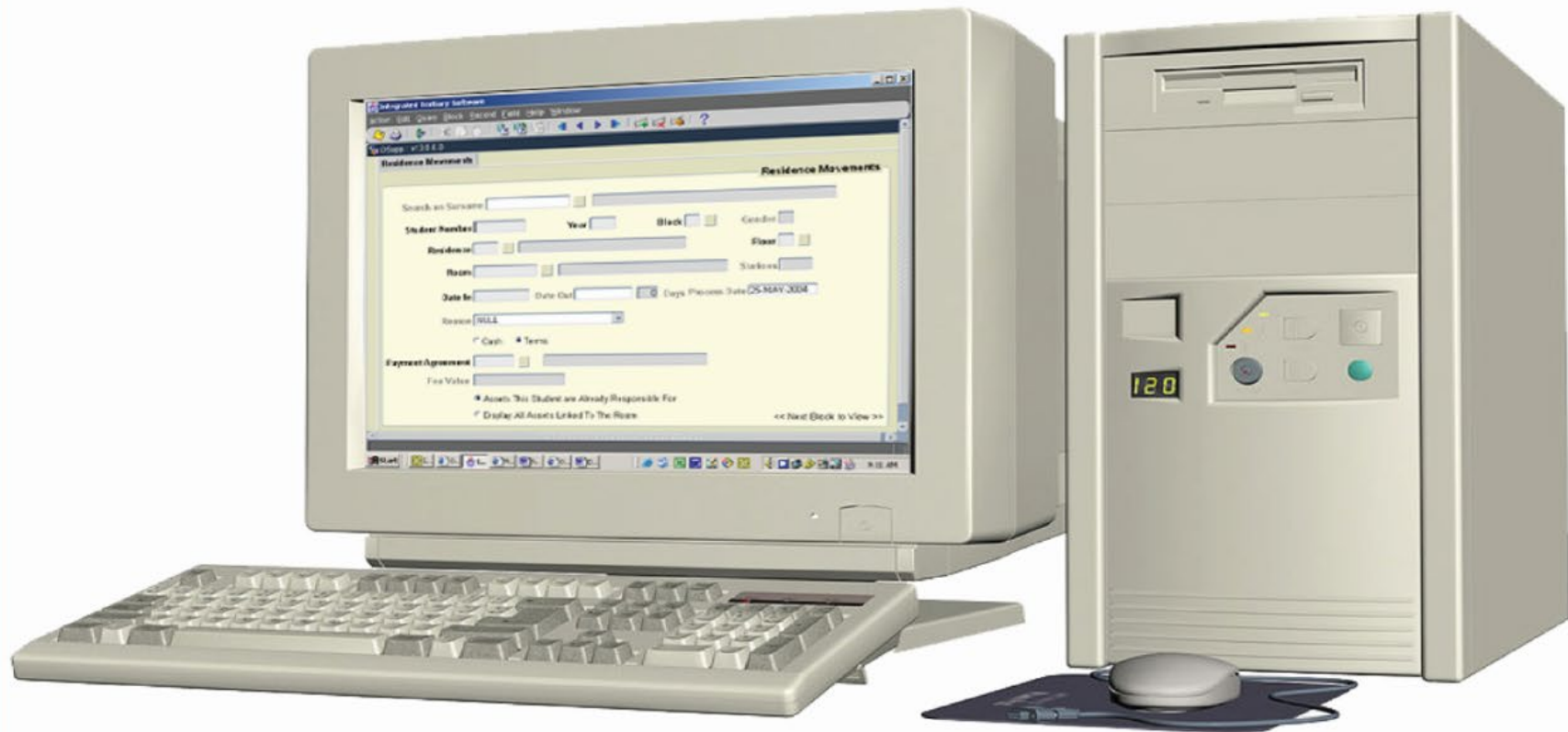
OVERVIEW

1. ITS Journey
2. INT4.1 Oracle Forms & Conversions to ADF
3. HR & Payroll Roadmap Development Priorities
4. HR & Payroll Roadmap

ITS V11



ITS V13

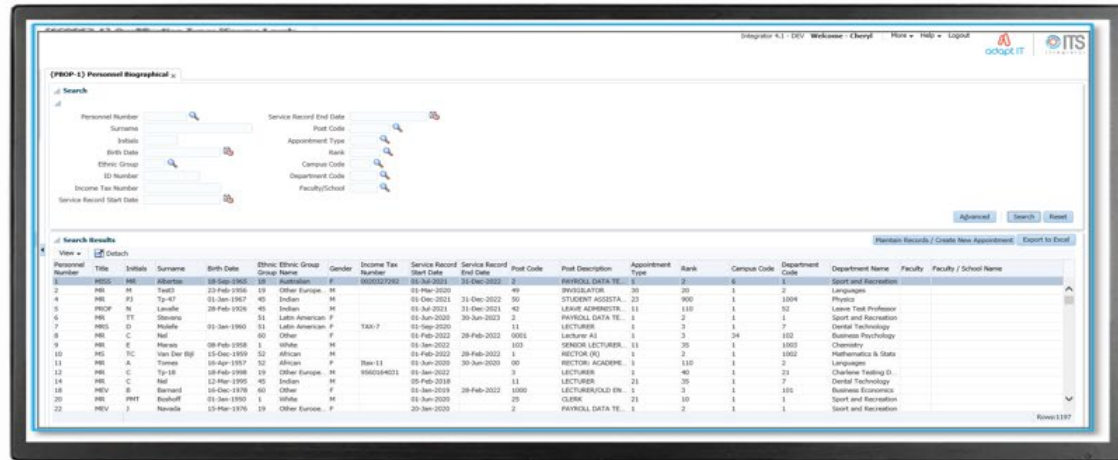


Integrator 1.0 & Integrator 3.0

The image shows a computer monitor displaying a software interface with the following fields and values:

- Qualification Information** | Page 2 | Contracts | Subject Information | Additional Generation Options
- Start Year:** 2008
- Block Code:** 0
- End Year:** 2008
- Date:** 22-OCT-2008
- Completed Qualification?:** N
- Student Number:** 101000025
- Student Name:** J De Wet
- Primary Qualification?:** Y
- Qual. Number:** 1
- Qualification:** 100A-1 | B DOMESTIC SCIENCE (CLOTHING)1234567890
- Offering Type:** 01 | FULL TIME
- Meals:** [dropdown]
- Generate Subjects?:** [dropdown]
- Study Period:** 1
- Final Year?:** Yes No
- Global Group:** [text field]
- Can Student Complete in Time?:** Yes No
- Attendance:** N - Normal [dropdown]
- Institution of Choice:** [text field]
- Employment Activity:** [dropdown]

Integrator 4.1



INT4.1 Oracle Forms

- INT4.1 Oracle Forms will no longer be converted to ADF Taskflows
- Conversions are time consuming and expensive
- More beneficial to clients to spend the time enhancing and developing new functionality
- Deprecation of IE 11 was a driver for the strategy
- Microsoft indicated that the IE11 plugin in Edge would be available up to 2029
- Oracle indicated that they would continue to support the plugin for the time being in 12.1 and 12.2. of their Fusion Middleware

Time allocated to Roadmap Development



Statutory Development



SWT Workshops



**Additional functionality and
enhancement development**

HR & Payroll Roadmap

Operational (3-6 months)



SA Statutory changes –
2022 Budget Speech



Lesotho Statutory changes –
CHE reporting



Namibian Statutory changes –
Equity Reporting



Enhancement to iEnabler
Overtime Claims



Automated email notifications –
Work Permits expiring

Tactical (6-9 months)



Enhancement to generate the
COIDA Return of Earnings Form
from the system, using Jasper vs
the current report format where
the data is used to manually
complete the submission form



Leave calculate the full leave
allocation for partial service
periods



SARS bi-annual Tax Certificate
submission, reporting changes

Strategic (9 months beyond)



Enhance
Disciplinary & Grievance



Enhance Probation



Dummy Payslips



iEnabler Ad-Hoc Claims



Supplementary payroll
salary calculations

The background features a dark teal gradient with several large, overlapping, curved shapes in a lighter blue shade. These shapes are partially defined by thin white outlines, creating a layered, organic feel. The overall composition is abstract and modern.

QUESTIONS?



THANK YOU

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