



Equator

PARTNER FACTSHEET

HUMAN CAPITAL MANAGEMENT

Equator is available as single modules or as a fully integrated suit of software. It can integrate with most desktop, ERP and back office systems and has comprehensive functionality which is enhanced further by its native ability to capture data electronically, in real time, using mobile and static devices, barcodes, proximity tags, biometric readers and touch screen technology, including iPhone® and Android devices.

Equator is continually developed to reflect the latest statutory changes as they are introduced, ensuring that current and future legislative requirements are met.

At its core is a single database, SQL, which alleviates the need for duplication of data entry and provides cross module reporting.



Equator Features

Payroll

- All RTI submission types via the internet
- Support for Auto Enrolment under Workplace Pensions Reform and unlimited pensions
- User defined analysis
- Unlimited allowances, deductions & premium factors
- Attachment of earnings
- Student loans
- HMRC audit compliance data extract
- P9D & P11D's including wizards for benefit calculation
- Internet return for Expense and Benefit
- Weekly, fortnightly, 4-weekly and monthly payrolls
- Company vehicles
- Data provisioning service for tax code notifications
- Holiday accruals

Personnel

- Employee details and induction schedules including job descriptions and inductions, next of kin contacts, training records and requirements, reviews and self-appraisals, qualifications, career and salary history
- Safety reports on dangerous occurrences, hazards and risk assessments and health and safety history
- Training and skills analysis, matching and certificate printing
- General staff administrative reports such as job details, vacancy and recruitment analysis, reminders, languages, holidays and absence analysis (including Bradford factor), headcounts, staff turnover etc
- Automatic letter generator using mail merge
- Employee performance monitoring
- Employee induction procedures
- Redundancy process control

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Equator Features

Employee Portal

- Employee self service
- Holiday requests with approval monitoring
- Absence requests
- Absence notification
- Overtime requests with approval monitoring
- Time clocking enquires
- Payslip queries and printing, including history
- Real time shop floor data capture, including dynamic scheduled jobs list
- Real time attendance recording
- Time sheet entry
- Management of banked hours

Time & Attendance

- Unlimited user defined work patterns
- Continental work patterns including flexi-time and rotations
- Lateness tolerances and rolling breaks
- Alternative work pattern management
- Annualised and banked hours facility
- Use of existing access control ID cards
- Temporary and contract personnel
- Real time information and validations
- Fire alarm activation for on / off site list
- Absence thresholds
- Shift premiums and minimum required hours
- European Working Time recording, monitoring and reporting
- Holiday and absence planning schedule
- Roster for resource planning

Shop Floor Data Collection

- Team and cell processing
- Alternative work pattern management
- Temporary and contract personnel
- Estimated times for jobs and operations
- Quantity tolerance
- Real time Work To list, material requirements and document display
- Labour and Quantity Costing
- Real time information and validations against the SYSPRO or other databases
- Time and attendance reconciliation
- Independent data capture time clock functionality
- User defined auto calculation shop floor transactions
- User defined data entry
- Auto assume and transaction generation
- Automatically monitors and creates non-productive activities

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