

The latest release of *Wage Easy Payroll HR* from Australian Flagship, with a swag of innovative features and its super quick implementation process and payroll production times, has seen *Wage Easy* gain significant market share, redefining business expectations.

What is truly amazing is that the system comes out of the box complete with award and tax data required for the myriad of employment conditions found in Australia. This means that the implementation time for businesses such as hospitality, manufacturing, mining, health care, clubs or construction industries (just to name a few) is significantly reduced. Even in the more unusual cases with complex needs or EBAs, *Wage Easy* allows you to change all of the payroll calculation factors, doing away with expensive implementation teams.

The design has resulted in a very flexible payroll and HR management product that is easy to integrate with other business processes, be they manual procedures in small business or fully networked information systems in a large corporation.

Payroll input and processing can be fully automated and HR management facilitated through intranet access. Along with an extensive range of general reporting export formats, general ledger data can be processed down to activity and employee level where required.

Payroll processing time is also a key winner for *Wage Easy*, given that a business with several hundred employees, using manual data entry, will process its whole payroll in just a few hours (including banking and reporting), delivering a significant time advantage. Even more amazing is that when linked to an electronic time collection system, this whole process is reduced to just minutes.

In addition to the exciting features

already mentioned, Australian Flagship has also overcome many of the traditional problems associated with other payroll processes, having the capacity to handle multiple pay cycles simultaneously for work situations ranging from a high level of casual shift workers paid by the week, to salary-packaged executives working on a monthly cycle.

Payroll costs can be allocated to a single or multi-level cost structure, with reporting available on a day-by-day or hour-by-hour basis if required. What's more, the detailed information is made

employees and other parties. This allows automatic transmission of banking and superannuation contribution data, for example, and the automatic updating of award and tax files through the eWage™ system. Gone are the worries of struggling through written industrial awards and maintaining periodic changes.

*Wage Easy* clearly reflects an amalgamation of real world business operations and a creative process that is the crowning achievement of the team at Australian Flagship, an Australian software development company that has specialised



available in a very practical way, with the drill-down feature allowing you to click down from any report to an employee payslip or timesheet that forms part of that report. An inbuilt custom report writer caters for the rare occasion that you may need a special analysis that is not already covered by the extensive range of standard reports or those downloadable from the Australian Flagship website.

Another area where *Wage Easy* is streets ahead of the competition is in its internet awareness. Not only can *Wage Easy* operate in a multi-user and multi-company environment, but also inward and outward communication can flow to

in payroll and HR for over 10 years. It is the only Australian payroll software company to gain federal government recognition for innovation through an R&D grant, as well as state government support for its work in developing e-commerce solutions. When you examine this payroll and human resource management system you will not fail to be impressed that this ISO 9000 quality accredited company has a world-beating product in *Wage Easy Payroll HR*.

Visit [www.flagship.com.au](http://www.flagship.com.au) for more information but be prepared to spend considerable time investigating this feature-packed product.

## CASE STUDY

# Pick Of The Bunch

**W**hat kind of breakfast person are you? Do you usually have coffee on the run, or do you sit down for a leisurely meal with the paper? For many Australians, Crusta orange juice is a regular part of their morning meal.

Crusta oranges are grown and processed in Ramco, three hours North East of Adelaide. Ramco is part of the South Australian Riverland, which is the state's horticultural centre. The region produces more than 90% of South Australia's citrus as well as grapes, stone fruit and almonds.

Oranges must go through a comprehensive process before they make their way to our breakfast table as fresh juice. The initial steps involve transporting the harvested fruit, washing and grading. Then the fruit is sent to the juice extractor. The pulpy juice goes through a finisher, which is a screen that removes the pulp, seed and peel. Lastly, it is bottled and refrigerated. Because Crusta juices are all natural, they must be stored at 4 degrees Celsius to retain their freshness and shelf life of 28 days. The juice is now ready to be sent to supermarkets and delis throughout Australia. Crusta also export their juice to other countries in South East Asia and New Zealand.

Whilst Crusta's primary business is in orange juice processing, they also produce a wide range of other fruit juices and drinks such as Apple Juice, Pineapple Juice, Grapefruit Juice, Apple Blackcurrant Juice, Orange Apricot Drink, Peach, Pine,

Passionfruit Drink and Lemon Fruit Drink.

Crusta's busiest time starts in late May and ends in November, where they may employ up to 210 people, over a day shift and a night shift. Doing the payroll for these employees is now quick and easy for Crusta's HR/payroll officer, Robyn Furniss, with Wage Easy Payroll HR.

Before choosing Wage Easy, Robyn went through a comprehensive process to choose the payroll package that met her needs. She wrote up a requirements analysis and looked at several payroll packages, noting their features. She also studied their websites, rang to find out information and talked to other users.

Because of Ramco's distance from a major business centre, some of the main considerations were user-friendliness and reliability. It is not feasible to have onsite assistance as support staff would come all the way from a capital city, this would be both expensive and time consuming.

In the end, Wage Easy stood out with its straightforward set-up and detail feature set. Wage Easy also offers a dedicated help desk, which means that assistance is only a phone call away. Robyn liked the fact she was able to set the system up herself and save time and money on transferring the data from her old system to Wage Easy. Indeed, Robyn described the data transfer as a 'relatively simple process' despite the fact that there are several different sites and more than one company. Soon

Robyn was comfortable with using the program.

Alongside Wage Easy, Robyn also uses a time and attendance system to record workers' start and finish times. But unfortunately this system did not put lunch and tea breaks, which meant that Robyn needed to enter these manually. This involved a lot of typing and was very time consuming.

After some consultation, Wage Easy came to the rescue with a special program called a Timecard Wizard. This automatically inserted the required breaks for Robyn and now means that wages processing is much simpler. Before Wage Easy, the payroll would take up to twelve hours to process. This time has been reduced by less than half with workers times being imported with the touch of a button.

Today, some of Robyn's favourite features of Wage Easy are the windows based interface and the drill down reporting functions. In her previous program, once end of month processing had occurred, reports were no longer available on the system and could only be referred to via hard copy. With Wage Easy, she can access all the reports she requires instantly and says it is "so much better."

As time goes on, Robyn continues to make use of more and more of Wage Easy's features. Recently, she has explored the human resources options and has been using the options for training, licences and vehicles.

# Chartered Accountants View

## CASE STUDY

**R**W Longney is an chartered accounting firm based in Portland, Victoria. They are a local family business that has been in operation for over thirty years. While they specialise in taxation, part of their business is to process the wages for about ten local businesses and Wage Easy Payroll software has been their program of choice since 1997.

Bruce Longney, who manages this aspect of the business, chose Wage Easy mainly because it already had the Awards programmed into the software so he was able to pay the staff according to the award without having to make any manual calculations. Because Wage Easy was industry [and EBA/contract] based, it would make payroll processing quicker and easier.

Longneys started off doing the payroll for a hotel in Portland when it was owned by Bruce's Grandparents. They still do the payroll for the hotel though it's changed hands and, since then, other companies from a variety of industries have taken up Longneys payroll services.

Now Bruce is one of these people who goes to work in sandshoes, takes care of the payroll and then heads to the surf. He doesn't

have time to waste, particularly when the sun is shining. And he didn't waste any time upgrading to Wage Easy's new windows version either. Bruce came to our office for a demonstration and left with the software under his arm. Processing pays for a large number staff per week and maintaining human resource records for still more, Bruce says he finds the Windows version "very easy to get around."

"Being able to use the mouse makes it easier and the ongoing enhancements to the program are really good", he said.

Another feature Bruce mentioned is the ability to vary the date range on the reports. "We get a lot of requests for reports for Centrelink and other agencies and basically we can extract any information we like from the program."

For one of their clients, Longneys receive the timesheets by fax, process the wages and then email the reports and payslips back. The process is completely automated, making the most of e-commerce and reducing costs and now Bruce "hardly ever" talks to the client. Emailing the payslips and reports is quicker than printing them out and faxing them back and the

relationship runs smoothly because of the accuracy of Wage Easy and the usefulness of the reports.

Another client "actually gets excited about the reports each week, he looks forward to receiving the reports. I only give him about three, but he loves them." Wage Easy's reports have a drill down feature which allows people to see the detail behind a particular value and also, the reports can be exported into various other software programs such as excel for further work with the data if required.

Bruce's favourite Wage Easy features - besides the smiling face of Wage Easy's Customer Service Director who smilingly greets people as they open the program - are the simplicity of the timesheet entry and the department costing.

Bruce's recommendation to others who are considering purchasing Wage Easy is that it is worth looking at seriously. He said he wouldn't want anything else out of the program that you could get anywhere else.

# Industrial Relations At The Top End

## CASE STUDY

With over sixteen years of Industrial Relations experience as Manager of the Employee Relations Department of the Northern Territory Chamber of Commerce, Alex Saundry had relaxed into a semi-retired state of consultancy and was looking forward to hitting the northern beaches of Australia with his partner Susan and a camper-van. Then, discovering Wage Easy planted the seed for a career renaissance.

For Alex, with his focus on innovative resolutions by industrial relations, Wage Easy has provided a simple and effective solution to ensure that his clients meet their industrial obligations. His clients were experiencing problems with their payroll despite having self-proclaimed payroll 'experts' in-house. Alex explained that "they may have been experts on the mathematical calculations and tax calculations, but they didn't understand the law and they didn't understand the

regulations in relation to payslips, superannuation contributions and the Awards. My clients were receiving complaints from underpaid staff via the Department of Workplace Relations".

Because no two Awards are exactly the same, Alex was impressed by the fact that he could program Wage Easy with the varied conditions of an award so that the person processing the payroll "didn't have to make value judgments regarding how to comply with the Award."

As well as that, the fact that all leave accrual and other records are maintained and accurate based entirely on timesheet data was a major attraction for Alex. Manual paper based record keeping systems are less reliable and difficult to access than the electronic storage within Wage Easy where everything is available in a few quick movements. Again, Alex can program Wage Easy to ensure that these accruals satisfy a

company's legal obligations.

"One of my clients had a number of complaints about how they were paying people and they had difficulty defending themselves because of poor manual record keeping. Since swapping to Wage Easy there have been no complaints and any enquiries can be quickly and easily settled because the information is so conveniently accessible," he said. He's been told by friends of clients that the client "leaves it to Alex now and doesn't worry about it." That's a big turn around.

The queries are reduced because the payslips show all information with a full breakdown of hours worked and the related payrates as well as any extras such as annual leave payouts, loadings and allowances.

## CASE STUDY

# Law Takes On Wage Easy

**W**age Easy continues to expand its horizons and can now count amongst its clients one of Melbourne's leading law firms, Anderson Rice. Based in the city centre, Anderson Rice offers a wide range of legal services, in areas such as immigration, intellectual property, banking, finance, corporate and commercial law. They have a varied client base, from banks to major corporations to property developers.

Some months ago, the administration executive, Patricia Fonay and the Financial Controller, George Lintzeris, were looking to change their payroll/HR software. They were looking for a program that was stable, user-friendly and well supported with accessible reports. After interviewing a number of vendors, they found that Wage Easy was what they were looking for.

They chose Wage Easy because of its flexibility, straightforward Windows interface and wide range of reporting options. What appealed to George was having the payroll and HR features together in one program, with a familiar look and feel. He was also impressed with the program's ability to expand through its report writing and Intranet options.

Once the program was purchased, an installation and training outline was put in place. During this time, Patricia and George encountered a

number of issues. To begin with, they needed to transfer the data from their legacy system and understand how they could do the same things that they had done in the past. As a large legal firm, they pay a wide range of people, such as lawyers, clerks, support and administration. This also means many different negotiated salaries. As Patricia says: "So many people paid in so many different ways." Another consideration, unique to the legal industry, is the ability to run departments by various classes of employees with two legal entities, a legal entity and a service entity. Patricia and George worked with the Wage Easy team to meet all these needs whilst taking the manual administrative tasks out of the job.

Despite these complex requirements, setup was completed within two weeks. Then, after a few pay runs, they were comfortable with the software. Although Wage Easy is not specifically designed for the law industry, Patricia notes with confidence that Wage Easy has easily fulfilled all their payroll and HR needs. Furthermore, when they have any queries, help is always close at hand.

In the past, wages took a whole day to process. Now wages processing takes a few short hours and complicated payroll processes are made simple. Not only that, Patricia has found that logic of the program is easy to understand and

she has a higher level of control than in the past.

Then when wages are done, Patricia and George are then able to get the right information from the reports. One of George's favourite features is that he can output his reports to spreadsheets and quickly journal them straight into his accounting package.

On the other hand, Patricia really likes the HR aspect of Wage Easy, particularly the training function. As Wage Easy regularly updates she also keeps an eye on the new features, finding them relevant and helpful. In the future, she also looks forward to exploring the Intranet feature and planned leave.

Overall, Patricia and George agree on the 'sensational' level of support they have been given. Every time they call their queries are answered promptly and efficiently. Patricia particularly impressed with how the support staff all work together and the pride they show in their work. The many features of Wage Easy, along with the support is what has made the team at Anderson Rice very happy client.

# Flagship Pty. Ltd.

## Company Profile

Australian Flagship (Flagship Pty Ltd) has been developing HR / Payroll software, incorporating the only true award interpreting system for Australian conditions since 1991. With the understanding that the payroll and administrative aspects of human resources were often complex, particularly for businesses who needed to interpret multiple awards and employment contracts and organise shifts over various pay periods and penalty hours

Australian Flagship has continued to develop a range of software to eliminate the effort and time administering the payroll, making everything totally automatic.

Wage Easys interpretation capacity, has seen it lead the field in providing a payroll system which 'intelligently' processes the most complex or simple pay, accounting for varying employment conditions, high turnover of staff and various penalties with ease & without the need for detailed award / contract knowledge.

Backed with recognition from AusIndustries, in the

form of a Research and Development Grant, Australian Flagship has been rewarded for its innovation & its development which is of national interest and potential benefit to all Australian businesses.

Australian Flagship has developed partnerships with thousands of customers across Australia. Wage Easy Payroll is now used predominantly in the hospitality industry, service, retail, manufacturing, primary production and leisure/recreation sectors. Some of our clients include hotels, motels, clubs, caterers, accountants, solicitors, medical clinics, investment advisers, contractors, supermarkets, car dealers, computer retail outlets, foundries, mining companies, farms, recreation centres and bowling alleys. In fact, wherever there are people to be paid, and complicated administrative systems to be untangled, Wage Easy Payroll is there to give smooth and silent help.

We provide highly qualified and trained staff who have detailed and knowledge of award / work place

agreement conditions. We have worked hard to provide excellent after-sales service, training and back up to all of our clientele. With a dedicated help line, there is always a friendly person to assist, ensuring your payroll always runs smoothly.

Australian Flagship has drawn together an expert team of programmers, sales people, support staff, trainers and a distribution network of dealers Australian wide to ensure your needs are fulfilled.

Head office is located at the stylish precinct of Suite 602 Princess Tower, 1 Princess Street KEW and forms the backbone for the overall network and distribution of all Wage Easy products and services.

Australian Flagship is **ISO 9000:2000 accredited**, reconfirming our commitment to providing the highest quality products back up by exceptional ongoing customer service and support that every one of our clients has come to know.