Detrimental Payroll Compliance Gaps And Variations Identified & Amended In 6 Months

for an American Multinational IT Service Management Company with tech-enabled integrated one-touch payroll compliance management services.



Payroll compliance and services managed for 25K + Employees

BEFORE -			AFTER -		
2%	6	Discrepancies in PF & ESIC Transactions	Payroll Compliance	0	Discrepancies in PF & ESIC Transactions
Multi	ple	UANs for Same Employee	# UAN	Unique	UAN Assigned To Each Employee
Defic	ient	Registers & Returns	Registers & Returns	Accurate	Data Points And Saved In The Tool
309	%	Backdated Employee Exit Records Pending	Employee Exit Dates	0.2%	Backdated Employee Exit Records Pending
80)	Death Claims Pending	Death Claims	14	Death Claims Pending
15 ^t	h	Payroll Processing Date	Payroll Processing	7 th	Payroll Processing Date

APPROACH & SOLUTION

After running the gap audits for 6 months, Simpliance was able to detect all non-compliances in their processes. Working closely with the on-ground teams, persistent follow-ups with previous vendors for data collection and migrating to intelligent tech-enabled tools, Simpliance was able to achieve complete process transformation and automation.









