



# Tambla PayCE

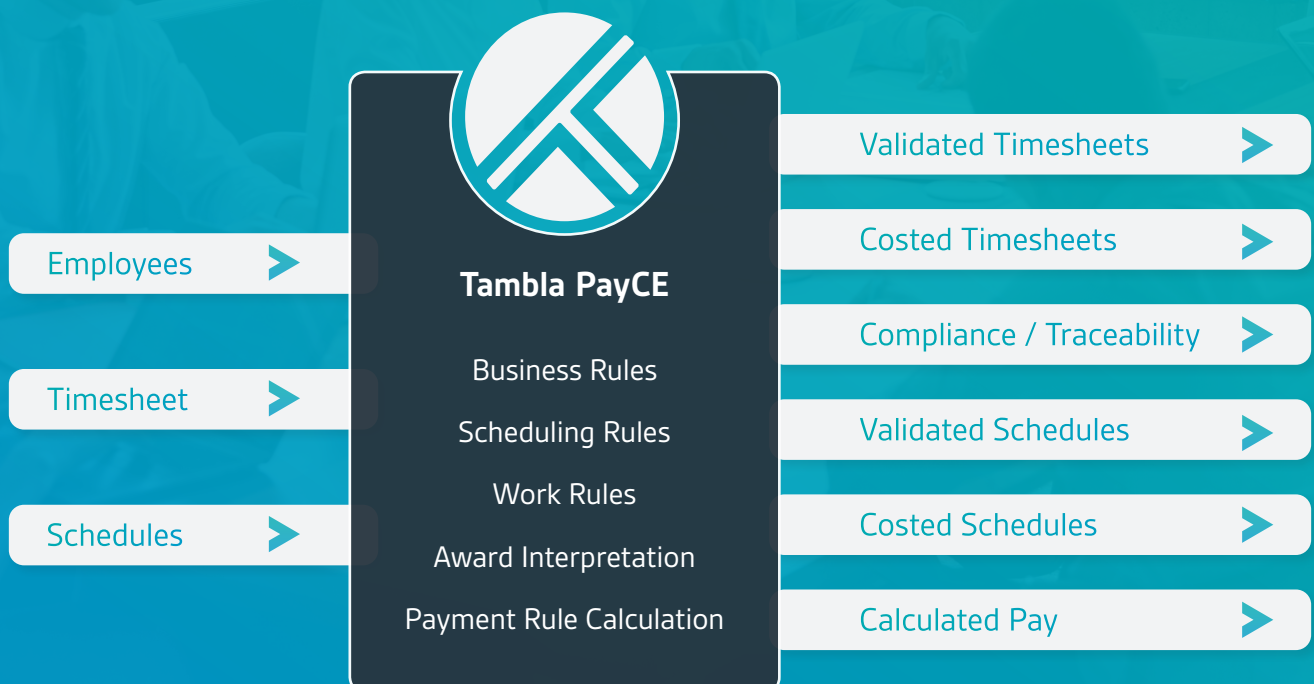
Pay and Allowance Calculation Engine  
calculates team member pay and  
integrates with Tambla solutions or  
third party / partner products.



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Designed to handle some of the most complex employment frameworks in the world, Tambla PayCE is a dedicated SaaS engine that can integrate with any application to provide accurate payment calculation or validation within configurable rules.

Tambla PayCE is an out of the box solution that can be implemented quickly and easily, providing our partners with an extremely sophisticated capability that, for the past two decades, has been designed and continually enhanced to accommodate employment regulations around the world.



**Intelligent Modular Integration Engine**



“ Tambla are a true business partner, providing guidance and support beyond the normal expectations of a software provider. The Tambla PayCE solution easily accommodates the complexities of our Enterprise Agreement and the individual flexibility arrangements - reducing manual intervention and payroll errors and saving a huge amount of time. Schedule validations allows Kmart greater confidence when complying with various employment laws by identifying potential breaches at the time the schedules are created

Jackie Little  
Payroll Operations Manager, People & Capability, Kmart

## Tambla PayCE provides three key capabilities

- ✓ **Pay Calculation**  
such as overtime, hourly rates and shift penalties in accordance with federal, state or local laws and agreements.
- ✓ **Schedule Validation**  
to ensure the allocation of work and staff is aligned with customer defined business rules and labour laws including employment visas, rest breaks and overtime avoidance.
- ✓ **Full integration**  
of required employee schedule or actual timesheet data and output to required system via API or flat file.



## Capability Summary

- ⌘ Rule configuration to customer requirements
- ⌘ Automatic calculation of overtime, shift penalties and allowances based on type and location of work
- ⌘ Blended rate calculation (average hourly rate) with configurable inclusions and exclusions
- ⌘ Allocation of meal breaks
- ⌘ Time in lieu accrual for overtime either at overtime rates or on an hour for hour basis
- ⌘ Payments based on per hour, shift, week, fortnight or other period
- ⌘ Application of a variable workday definition using either midnight or first activity start time
- ⌘ Calculations for consecutive hours or shifts worked
- ⌘ Accumulation of Rostered Days Off (RDO) entitlements
- ⌘ Application of loadings such as casual, leave and shift penalties for evening, overnight, weekends and holidays
- ⌘ Averaging of pay and accrual of additional worked time or time owed
- ⌘ Better Off Overall Testing (BOOT) through comparison with a default set of rules to ensure compliance
- ⌘ Collation of calculated pay results and rates for export to partner, payroll or other third party solution



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