



Objective

Depending on your Company's practices, you may be required to give an annual increase in basic salary to Employees based on the number of years of seniority, such increase applying to the anniversary month of their joining the Company.

We will see how to apply this rule automatically in **Payroll Mauritius** so that you do not have to worry about it during the automatic monthly payroll calculations.

How to do this ?

Case Study:

In addition to the government increase each year, Employees who have been with the Company for 3 years benefit, on the anniversary month of joining the Company, from an increase in their monthly Basic Salary according to the following **scale**:

- After 3 years of presence, base salary increase of 5%
- After 4 years, base salary increase of 6%.
- After 5 years, base salary increase 7%.
- And so on, up to 15% after 13 years.

For this, as seen in FAQEN126, we will use a Common Section: **1020 - Company Salary increment**: as a reminder, this payroll section allows you to make an increase in the basic salary which will be noted as such on the pay slip, and which will then be automatically added to the basic salary (section 1000) for the following months.

In order to perform this calculation automatically, we will use 4 "system" variables: as a reminder, system variables are variables calculated automatically by **Payroll Mauritius** and that you can use for your own needs:

- 1) **g.month**: gives the month of the current pay period (ex: if we are on the June 2020 pay, g.month will be equal to 6 which is the 6th month of the year)
- 2) **e.years_worked**: gives, in decimal, the number of years of seniority of the Employee (ex: 7,3: the whole part of this number will then give the number of years: 7)
- 3) **e.date_joined**: gives the date of the Employee's entry into the Company in the format YYYY/MM/DD; extracting the MM part of this date will give the anniversary month of the Employee's entry
- 4) **p.basic**: which is the Employee's Base Salary



How to automatically apply a seniority scale giving an annual percentage increase according to the month of entry of the Employee

FAQEN135

Prerequisites : Wise User on Payroll Sections + FAQEN126 - Case Study

V1.0

The formula to do our case study is to go to the 'Employer' section then click on the [Common Sect] button and the [Add Section] button, then choose section 1020 and enter :

The screenshot shows the 'Payroll Section' configuration window for section 1020. The title is 'Augmentation annuelle ancienneté ({e.years_worked} ans)'. The 'Multiplier Fixed/Formula' field contains the formula: $(\text{if}(\text{AND}(\text{e.years_worked} \geq 3, \text{e.years_worked} < 14), \text{INT}(\text{e.years_worked} + 2, 0) / 100) * \text{p.basic})$. The 'Value Fixed/Formula' field contains: $\text{if}(\text{g.month} = \text{mid}(\text{"e.date_joined"}, 6, 2), 1, 0)$. The 'Applies On Selected Months Only' section has all months from January to December checked. The interface also shows the 'Employer' section with 'Common sect' and 'Add Section' buttons, and a table of employee data.

The formula being the result of the multiplication of :

- Multiplier Fixed/Formula :

$$(\text{if}(\text{AND}(\text{e.years_worked} \geq 3, \text{e.years_worked} < 14), \text{INT}(\text{e.years_worked} + 2, 0) / 100) * \text{p.basic})$$

=> **applies only if 3 years of seniority and less than 14 years strictly speaking (i.e. 13 years)**, then **the increase in basic salary is (number of years of seniority + 2)%**.

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- Value Fixed/Formula :

$$\text{if}(\text{g.month} = \text{mid}(\text{"e.date_joined"}, 6, 2), 1, 0)$$

=> the increase is made on the **current payroll month** if it corresponds to **the month of the entry date** (is then worth 1, otherwise is worth 0 for the other months)

Note: as the date of entry is in YYYY/MM/DD format, the extraction of the month of entry (MM) is carried out by taking 2 characters from position 6 of the character string "e.date_joined".