

Objective

In some cases, a bonus (or access to a pension plan for example) may be paid depending on the length of time the Employee has been with the company.

How to do this ?

For this reason and above all, **the Employee's Joined Date** must be indicated in his Employee file. Go to the "Employees" tab and double-click on its line, then enter the "Employment" sub-tab

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Personal Employment Edf Details Salary

Job Description

Date Joined: 10/08/2016

Post: Designer

Once this date is entered, the system variable **e.years_worked** is automatically updated in the System. It contains, in decimal form, the number of years worked in the Company.

Ex: For an Employee entered on 10/08/2016, if the current date is 30/07/2019, the result is 2.96

Thus, let us imagine that we wish to pay an additional bonus of 10% of the Basic Salary, from one year of seniority, you can simply add a Common Section and put :

If the Employee has more than one year of seniority, the calculation will be $1 \times \text{Basic salary} \times 20\%$ (otherwise it will be 0).

Payroll Section

3000 : Special Allowance Validate Section

Calculation Details Payroll groups

Use A Custom Different Display Title

Section Title: Seniority bonus

Start Date: End Date:

Basic: Adjust Wage Calculation: Calculate prorata

PAYE: Taxable Round: Nearest Rupee

Prepaid: Prepaid benefits

Employee Amounts

Multiplier Fixed/Formula: $\text{if}(\text{e.years_worked} > 1, 1, 0)$

Value Fixed/Formula: $\text{p.basic} * 0.2$

Applies On Selected Months Only

Note : To get the Basic Salary for an Employee use **p.basic** system variable.