

# Intuitive, integrated, cloud-based payroll software

A completely fresh approach that leaves complicated systems consigned to the history books.

Introducing Jemini Payroll — the one-touch system that's helping accountants, HR managers and payroll employees to breathe a sigh of relief and get back to doing what they love and loving what they do.



**Finally! Payroll software that's beautiful to use**  
Slaving away on payday is over. The slick payroll experience you've been waiting for is finally here!

With the automated calculations done for you, it just takes a single click to process each pay run. Plus, with a user-centric design and full control when you need it, it's never been easier to get a comprehensive overview at a glance.

### Unbelievable real-time payroll visibility

We designed Jemini to make life easier for you. It gives you a real-time view of pay and leave. It even gives you the ability to view pay and leave at any point in the future, giving you the insight and reporting needed to make informed business decisions and forecast accurately. It's easy to pull of the reports that you need on demand and you won't be left waiting for the information that you need.

### Designed for the future of work

Payroll in Jemini is designed for the modern workplace. The workplace that moves and changes rapidly. That's why Jemini supports multiple payment frequencies and types. Catering for paid overtime, commissions, piece rates and employees who receive allowances and disbursements.

Most importantly, it gives employees the self-service experience they demand when working on-site or remotely, so they can have a real time view of their accrued leave at different points in time.

### Go beyond the limits of other payroll systems

Payroll systems can make you want to pull your hair out. That's why Jemini caters for even the most complex of situations. Date effectiveness means you can deal with mid-cycle start dates and terminations with ease, without needing to make tedious manual calculations. It makes light work of BAPS and public holidays, automatically taking into account Monday-isation. You can throw almost anything at Jemini and it's going to be there to do the heavy lifting for you.

### Why do Payroll departments ❤️ Jemini?

- Web-based: access from anywhere
- Date Effective and Future Dated
- Supports multiple work patterns, agreed hours and payment frequencies
- View pay at any date in the future and process multiple pays any time
- Load data at any time — no restrictions
- Automated payslips
- Automated online payroll approval
- Run multiple payrolls concurrently for multiple legal entities
- Secure self-service portal for employees
- Compliance with legislation; automatic updates KiwiSaver compliant (NZ)
- IRD Payday Filing compliant (NZ)
- NZ Holidays Act compliant

## Backpay

Jemini can automatically apply back-pay according to the pay parameters that you set.

## Average daily pay (ADP)

### Annual leave (AWE, ORD4, OWP)

Calculates the correct ADP, AWE, OWP, ORD4 based on the correct gross earnings and weeks or days worked divisor, as per the Holidays Act.

## Mid-pay cycle pay change

Has somebody's pay rate changed mid-pay cycle? That's no problem for Jemini!

## Mid-pay cycle start or termination

Automatic pay calculation even when you have new starters who join mid-pay cycle.

## Alternate day for public holidays

Working on a public holiday automatically generates an alternate day credit based on the employee's work pattern.

## Higher rates for public holidays

Higher rates automatically paid on public holidays if they are required in your organisation.

## Annual leave when an employee changes their agreed hours / days per week

Where an employee moves from FT to PT (or vice versa), Jemini will automatically revalue their annual leave balance.

## Auto-adjust existing leave requests

If an employee moves from FT to PT (or vice versa), their future leave balance will be recalculated based on the new work pattern.

## Manage double dipping

When your employee goes on leave, the paying of the annual leave to the employee means their ordinary weekly pay calculation will omit the transaction that is already included in the leave payment.

## Deal with variable work patterns

Jemini can handle variable work patterns up to an eight week variation.

## Mondayisation / transferred public holidays

Mondayisation of public holidays and allow employees to have transferred public holidays.

## Set employment end-dates

Enter an employee end-date either now or in the future.

## Public holidays automatically updated

Statutory public holidays automatically updated.

## Sick leave eligibility

System detects when employees become eligible for sick leave.

## Worked overtime

Jemini can either interpret this from your attendance or you can submit an online timesheet.

## Employees with multiple rates

Jemini can deal with employees who have multiple pay rates.

## Leave accruals/balances

Get your leave accruals/balances at any time with ease.

## Kiwisaver opt-out date effective

Employees can opt-out of Kiwisaver with a future dated record when they start employment.

## View annual leave accrual in weeks / days / hours

Always have an up to date view, even if there is a change in work pattern or the Holidays Act. Project your leave balance in real time, anytime!



## Our story

About Fusion5

### We deliver business solutions that make a difference

Fusion5 offers a full range of digital innovation solutions, applications, consulting services, development, cloud and managed services as well as first class support services for your business. Our expertise covers all your key functional areas, including Enterprise Resource Planning, HR / Payroll, Customer Experience, Customer Relationship Management, Service Management, and Infrastructure.

We are also known for the vertical specific solutions we've developed across a number of key industries.

Our strategy and implementation teams work with you to improve the way you do business. Use our thought leadership and best practice consultancy to drive your company value. Feel the confidence that comes from having the backup of our highly skilled support services. And we're rightly proud of our track record of delivering projects on time and to budget.

Right now, over 800 customers are using our services. Our success is recognised by our key partners including Microsoft, Oracle / NetSuite, Pivotal, Ivanti and AWS.