ejm

People and Payroll

People are central to every construction project, and effectively managing your workforce is as crucial as controlling costs. Simplify payroll processing, ensure tax compliance, and integrate seamlessly with project costing to reduce errors, enhance efficiency, and ensure timely, accurate payments. With built-in security and flexible reporting, you maintain control while your business operates smoothly.

■ Windows 11 +   ☁ Cloud based   ▊ IAS and IFRS compliant   ✓ ISO and SANS certified   ⇄ Supported by SoReal

Effortless, compliant, and accurate

Handling payroll for full-time staff, casual labour, and subcontractors often leads to manual errors, delayed payments, and compliance risks. Constant changes to tax and labour laws add further complexity, increasing the burden on HR and finance teams. EJM's People and Payroll module automates compliance, streamlines payroll processing, and integrates seamlessly with costing systems—ensuring every employee is paid accurately, on time, and in full compliance.

Key features

✓	Flexible payroll for diverse workforces
✓	Built-in tax and labour compliance
✓	Comprehensive payroll and HR reporting
✓	Secure access and full audit control

Benefits

✓	Automated calculations and validations eliminate manual mistakes, ensuring accurate and timely payments.
✓	Stay ahead of changing tax and labour laws with automatic updates and built-in statutory reporting.
✓	Integrated workflows between payroll, costing, and accounting save time and reduce duplicate data entry.
✓	Protect sensitive payroll information with controlled access, full user permissions, and traceable activity logs.

Integrate

People and Payroll

Simplify complex payrolls with automated compliance, seamless costing integration, and accurate payments - every time.

Book a demo	Contact us

Our features

Flexible payroll tailored for construction

Managing payroll for a mix of full-time staff, casual labour, and subcontractors requires flexibility. This module ensures your payroll adapts to your workforce.

- Pre-configured payroll templates streamline processing while allowing customisation.
- Flexible parameter-driven functionality enables detailed payroll adjustments.
- Custom formulas allow complex calculations for earnings, deductions, and company provisions.
- Automates statutory requirements, long-term loans, and incentive schemes

Built-in compliance with tax and labour laws

Regulatory requirements are always changing, but this module ensures compliance across most Southern African countries with automatic updates.

- Handles PAYE, UIF, BEE, Youth Employment Tax Incentives, Workman's Compensation, and Industrial Council deductions.
- Regular updates ensure payroll calculations align with the latest tax rules.
- Generates statutory reports, with full EasyFile support

Seamless integration with your accounting systems

Connects directly to your costing and financial systems for a streamlined workflow.

- Integrates payroll with costing at the project, cost centre, and three-tiered resource code levels.
- Units can be allocated and entered according to job costing requirements.
- Cost and general ledgers update automatically when payroll is posted.
- Extensive job costing reports allow filtering, sorting, and exporting for deeper analysis.
- Current and previous costing transactions are stored for future review.

Detailed reporting for payroll and HR

Access the information you need with powerful, flexible reporting tools.

- Over 60 built-in reports covering payslips, tax compliance, payments, and HR insights.
- Custom Report Writer lets you build reports by selecting database fields.
- Export all reports to Excel or PDF for easy sharing and record-keeping.
- Extensive HR reports, including accident and incident reports, ensure compliance and workplace safety

Error-free payroll processing and adjustments

Late or incorrect payments can cause serious disruptions. This module ensures payroll runs smoothly, accurately, and on time.

- Automated calculations reduce manual errors.
- Payslips are available immediately after processing.
- Reverse, adjust, and recalculate payroll entries if needed.
- Import payment units from clocking systems or Excel to simplify data entry.

Secure payroll data and controlled access

Payroll data is sensitive, and this module ensures it stays protected.

- User-based access control defines who can view, edit, and approve payroll data
- Full administrative control over payroll users and system rights.
- Audit logs ensure a record of payroll changes and approvals.

Frequently asked questions

💡 Integration and Compatibility

How does this module integrate with current systems
Seamlessly integrated with our EJM modules.

Are APIs or connectors available?
Yes, as a custom requirement.

What data migration support is offered
Yes, as a custom requirement.

What device does this module work on?
Optimised for Windows desktop environments.

⚙ Deployment and Infrastructure

Is this module cloud-based?
Cloud-based with a Windows front-end, ensuring easy access and smooth updates.

Who manages hosting and infrastructure?
Hosted securely by So-Real data centres.

Does it support low-connectivity environments?
Can work in low-connectivity environments, though online access is recommended for full functionality.

R Licensing and Pricing

How is the licence structured?
Licences are issued per module, allowing flexibility based on business needs.

Are implementation and support fees included?
Yes, a once-off training and implementation fee for first time licence holders

Frequently asked questions

🎓 Training and Support

What training and support are offered?

Comprehensive training is included, followed by continuous telephonic, chat, email, and remote support. On-site sessions are available on request.

Are additional learning resources available?

Yes, workshops and free courses are available to help users enhance their knowledge.

🔒 Security and Compliance

How is data secured?

Daily full backups and hourly incremental backups (from 6:00 to 18:00) ensure safety and recovery.

What are our compliance standards?

Data is processed only on behalf of clients, with full adherence to ISO compliance principles.

Who owns the data?

Clients retain full ownership of their data at all times.

What happens if the contract ends?

Clients receive a licence to access and export their data through multiple export options.

⚡ Reliability and Performance

What uptime or service level agreement is guaranteed?

A 99% uptime rate is maintained, with most queries resolved within 24 hours.

How is system performance managed?

Servers are continuously monitored using So-Real's software and daily backup checks.

Frequently asked questions

Scalability and Flexibility

Can the module scale with business growth?

Yes, it easily scales to support additional users, data, and projects.

Is it modular?

Yes, features can be added or removed to suit your organisation's needs.

How often are new updates released?

Enhancements and new features are rolled out approximately every six weeks.

Vendor and Roadmap

Who owns and maintains the software?

EJM has owned and maintained the software since 1982, with a long-standing record of innovation and reliability.

What's next on the product roadmap?

Upcoming developments include enhanced dashboard and plant modules, with a move toward browser-based solutions expected within the next 2–3 years.

Is there a partner or reseller network?

Yes, our software is also marketed and supported through a partner agent in Namibia.

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Contact us

info@ejm.co.za

011 396 1809 / 3561

EJM Construction Software

Physical address

First floor, 18 Forum Building, 6 Thistle Road, Kempton Park, 1620
The Forum building is near the municipal offices in CR Swart Street.
Ring the bell marked EMWIN at the pedestrian entrance